

**Request for Public Comment on the South Carolina
Integrated Workforce Plan
Program Years 2012 – 2016**

The South Carolina Department of Employment and Workforce, State administrative entity for the Workforce Investment Act and Wagner-Peyser Act, invites public comment regarding the US Department of Labor (USDOL) Integrated Workforce Plan (State Plan). The required State Plan outlines a five-year strategy for the state's workforce investment system. It also includes the Agricultural Outreach Plan (AOP) and the Senior Community Service Employment Program Plan (SCSEP). AOP, which was previously issued for public comment, describes the activities planned for providing services to both migrant and seasonal farmworkers (MSFWs) and agricultural employers. SCSEP outlines activities planned for providing service-based training to low-income individuals, 55 or older, who are unemployed with poor employment prospects.

Comments or questions on the State Plan should be sent electronically to Angela Jacobs, State and Local Boards Coordinator, at ajacobs@dew.sc.gov no later than 9:00 a.m. on Monday, August 20, 2012. Comments will be reviewed and added to the plan as appropriate. Thank you for your review and feedback.



State of South Carolina

**DRAFT Integrated Workforce Plan
for Title I of the Workforce Act of 1998
*Wagner-Peyser Act***

July 1, 2012 – June 30, 2016

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SECTION I. STATE WORKFORCE STRATEGIC PLAN

A. GOVERNOR'S VISION

This portion of the Integrated Workforce Plan must describe the governor's strategic vision for the state's economy and overarching goals for the state's workforce system. This vision should provide the strategic direction for the state workforce system and guide investments in workforce preparation, skill development, education and training, and major initiatives supporting the governor's vision. The plan also must specifically address the governor's vision for aligning efforts among workforce development partners to achieve accessible, seamless, integrated, and comprehensive service, and how programs and activities described in the plan will support the state's economic development needs and the employment and training needs of all working-age youth and adults in the state. The plan must include a description of the methods used for joint planning, and coordination of the programs and activities included in the plan. (WIA Sections 111(d)(2), 112(a)-(b), W-P Section 8(c).)

Since taking office in January 2011, Governor Nikki Haley's goal has been clear - jobs. Strategic efforts have been made to bolster economic development in the state and bring in more businesses. Recently, it was announced that South Carolina would be home to Boeing's latest plant where they would build the new line of 787 Dreamliners. This has meant initial jobs of 1,000 with the promise of thousands of future aerospace jobs, both inside and out of the Boeing plant. During the past year alone, in total, there have been 5 billion dollars of investments in South Carolina and the recruitment of almost 20,000 new jobs. With blossoming employment opportunities through reputable companies such as Boeing, Continental Tire, TD Bank, Bridgestone Americas, ZF Group, and Be Green Packaging, South Carolina is a place where every citizen of this state who wants a job, has a chance to get a job.

Over the past couple of years, South Carolina has made great progress. When Governor Haley took office, the unemployment rate hovered in the double digits. Today, it is at 9.4%. Governor Haley and Abraham Turner, executive director of the state workforce agency – the South Carolina Department of Employment and Workforce, recognize that more needs to be done to get *South Carolinians back to work*. Governor Haley believes: *If you give a person a job, you take care of a family.*

Upon taking office, Governor Haley's priority to improve South Carolina's economy and workforce lead to reconstitution of the State Workforce Investment Board. This restructuring was done to promote economic recovery in our state and continue movement towards an employer-driven workforce system. The 31-member Board is comprised of majority business professionals as legislated in the Workforce Investment Act of 1998. It also includes four members from the South Carolina General Assembly: two from the House and two from the Senate. Other members on the SWIB include workforce partners such as the SC Department of Social Services; SC State Office of Veterans' Affairs; Goodwill Industries; and GLEAMNS Human Resources Commission, Inc., a community action agency. Youth and labor organizations are also represented on the State Workforce Investment Board. Governor Haley has selected Robert Michael Johnson, CEO of Cox Industries, Inc., to chair the Board.

Getting South Carolinians back to work will require the collaborative efforts of all: state and local government, education, economic development, community-based organizations, businesses, and individuals. When efforts are aligned, the results are positive: 1) workforce services are comprehensive, integrated, seamless, and accessible; 2) training needs are met; 3) jobs are filled with qualified workers; and 4) businesses prosper. This uniformed approach, along with specific strategies, dedicated resources, and commitment, promotes economic development and growth in the state.

Governor Haley's vision is that South Carolina is recognized as a work ready state. Through the South Carolina Work Ready Communities (SCWRC) Initiative, the state will be poised to compete and succeed nationally and globally. SCWRC links education and workforce development to the economic needs of the state and empowers counties and the state with actionable data and specific workforce goals to foster economic growth. Counties meeting their individual SCWRC goals have an opportunity to receive Certified Work Ready Community distinction.

South Carolina is one of four states participating in the first ACT Certified WRC Academy, an intensive year-long series of workshops and trainings for state-level leadership teams on how to build certified work ready communities. Through the Certified WRC Initiative, South Carolina is leveraging the National Career Readiness Certificate (NCRC™), a work readiness credential, to measure and close the skills gap and educate individuals and businesses on the value of an NCRC and community certification. Additional information about the SCWRC Initiative can be found under the State Strategies section and throughout the State Plan.

The key to having a competitive workforce is to have a highly skilled and trained workforce. The Governor's vision is that every child and adult in South Carolina, regardless of his/her county of birth, economic circumstances, race, etc. will have, and will be able to take advantage of, high quality educational opportunities. A greater level of focus is needed in the state on the emerging workforce - youth. A proactive approach to meeting tomorrow's workforce needs and providing employment opportunities for citizens is to prepare now. It is our goal that in the coming years, there will be more individuals with a high school diploma/GED, basic skills, and the credentials needed to acquire and advance on the job.

Technical and occupational training is also critical as our state moves toward a greater demand for middle-skilled workers - those with more than a high school education but less than a bachelor's or higher degree. Sector or industry based training will also be important as we continue to prepare for the future. In some cases, retooling our workforce will be needed where certain jobs and industries are declining. Together, with the right training and workforce services, South Carolina can bridge skills gaps to better match jobseekers and businesses.

Businesses are a critically important customer of the workforce system, and valuable services are available to them through every stage of their lifecycle. Developing an employer-driven, business-focused workforce service delivery model will demonstrate our commitment to better serving the state's businesses. Priority will be given to small businesses, which are strong in number and have a tremendous impact on our state's economy.

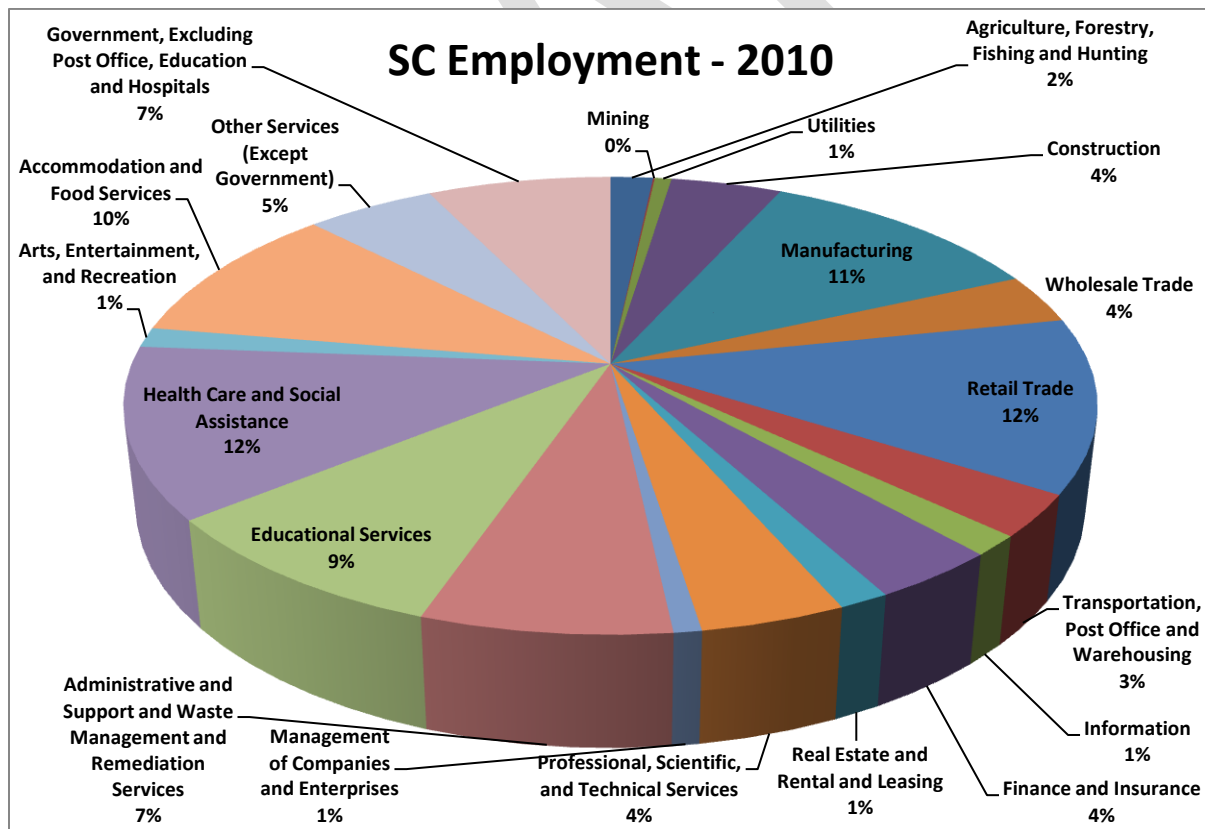
The Governor envisions a statewide workforce investment system that will create opportunities for both businesses and individuals to be successful. The goal is to have a coordinated, aligned, efficient, and cost-effective workforce development system that supplies highly, skilled workers, rapidly moves under and unemployed South Carolinians into self-sustaining employment, and provides businesses with human and operational resources to be and remain competitive. Better alignment and increased coordination and collaboration among workforce development, education, economic development, and community-based organizations are essential if this vision is to be realized. With engagement and commitment from partners and stakeholders on every level to better the state's workforce and economic development landscape, South Carolina will lead the nation in reducing unemployment and in increases in job creation and job obtainment.

B. ECONOMIC AND WORKFORCE INFORMATION ANALYSIS

The Integrated Workforce Plan must describe the labor market and economic context in which the state's workforce system (including all the programs in the Integrated Workforce Plan) is operating, based on accurate and timely labor-market, demographic, and economic information, with particular attention given to high-need, under-served, under-employed, and/or low-skilled subpopulations. (WIA Sections 112(b)(4), 112(b)(17)(A)(iv), 112(b)(18), W-P Sections 8(b) and 15.) This description should include an assessment of the needs of constituents within the state who will become, or currently comprise, the state's workforce, particularly those needs which can be addressed by the programs included in the Integrated Workforce Plan.

History, Present Status, and Future Trends in the South Carolina Economy

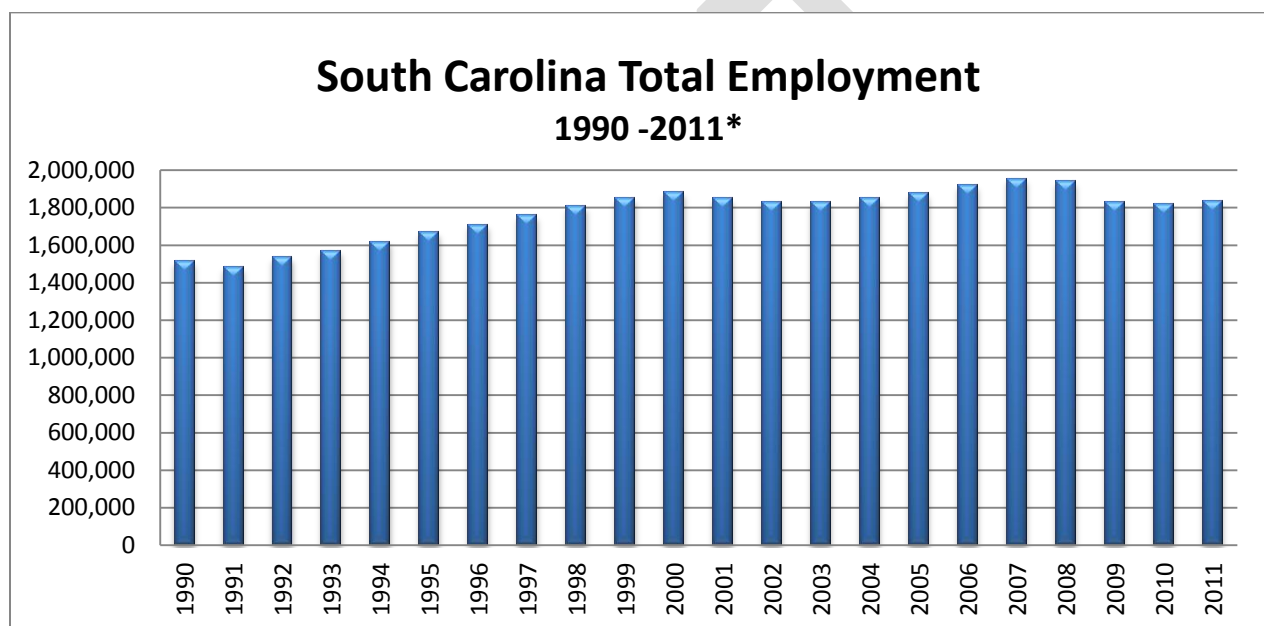
In 2010, out of the 20 major industrial sectors in South Carolina, *Retail Trade* had the highest proportion of employment at 12.3 percent. The second highest sector was *Health Care and Social Assistance*, with 12.0 percent. Sectors from third to seventh in terms of highest employment were *Manufacturing* (11.4%); *Accommodation and Food Services* (10.0%); *Educational Services* (8.9%); *Government (excluding Post Office, Education and Hospitals)* (7.3%); and *Administrative and Support and Waste Management and Remediation Services* (7.0%). These seven sectors accounted for almost 70 percent of the state's employment.



Source: US Bureau of Labor Statistics

Like the nation, South Carolina's economy went through the last decade of the 20th century with steady employment gains for nine out of the ten years, reaching a peak in 2000. From 1991 to 2000, employment increased almost 397,800 or 27 percent to just over 1,879,700. Then, the state's employment started a three-year decline as a result of the early 2000s recession. From 2001 to 2003, employment dropped almost 51,900, or three percent. Then, from 2004 to 2007, South Carolina's employment moved upward until the most recent recession started. From 2004 to 2007, employment climbed almost 126,200, or seven percent, to 1,954,000.

In the wake of the most recent recession, South Carolina's employment level has experienced deep declines from 2008 to 2010. By the end of 2010, employment dropped almost 133,200, or seven percent, to 1,820,900, more than giving back the 2003 to 2007 gains and dropping to a level not seen since 1999.



*2011 employment is preliminary

Source: US Bureau of Labor Statistics

Since the recession was caused by the break of the US housing bubble, the *Construction* sector was hit hardest, followed by *Mining* and *Manufacturing*. By 2010, when SC employment hit bottom, employment in the Construction sector lost 45,065, or 36.1 percent, while *Mining* lost 255, or 18.1 percent, and *Manufacturing* lost 41,648, or 16.7 percent. Meanwhile *Agriculture, Forestry, Fishing and Hunting*; *Real Estate and Rental and Leasing*; *Transportation, Post Office and Warehousing*; and *Wholesale Trade* all suffered double-digit percentage point employment losses.

Coming out of every major recession, the economy does two things: one is growing itself into a bigger pie and another is re-proportioning industry sectors within the pie. By re-proportioning, businesses achieve higher efficiency in meeting new demands. By studying how the economy is re-proportioning, knowledge can be obtained to help the workforce adjust and improve to meet new needs of the economy.

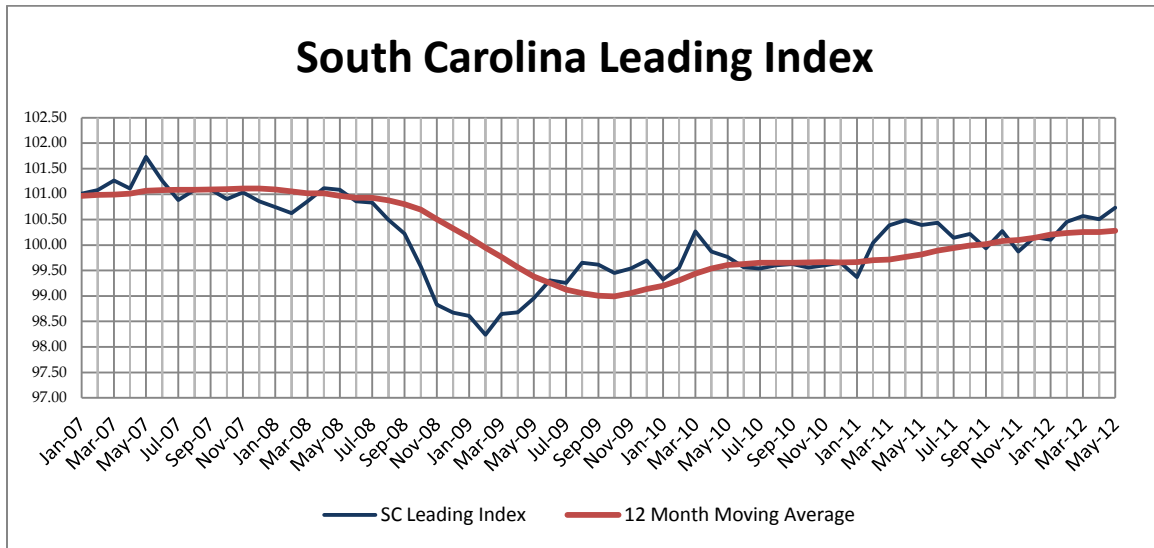
As shown in the table below, the most significant proportion change from 2007 to 2010 occurred in the *Manufacturing* sector. Before the recession, the sector's proportion was 12.77 percent of employment, and, by 2010, it declined to 11.41 percent. The next significant change occurred in the *Health Care and Social Assistance* sector where its proportion increased from a pre-recession level of 10.45 percent to 12.04 percent in 2010. The third significant change happened in *Construction* where the proportion dropped from 6.39 percent in 2007 to 4.39 percent in 2010.

South Carolina Industry Sector Proportion Changes 2007 to 2010			
Industry Sector	2007 Industry Proportion	2010 Industry Proportion	2007-2010 Proportion Change
Construction	6.39%	4.39%	-2.01%
Manufacturing	12.77%	11.41%	-1.35%
Transportation, Post Office and Warehousing	3.21%	2.97%	-0.25%
Real Estate and Rental and Leasing	1.56%	1.42%	-0.14%
Wholesale Trade	3.64%	3.51%	-0.13%
Agriculture, Forestry, Fishing and Hunting	1.76%	1.68%	-0.08%
Retail Trade	12.32%	12.26%	-0.05%
Management of Companies and Enterprises	0.80%	0.78%	-0.02%
Mining	0.07%	0.06%	-0.01%
Information	1.42%	1.42%	0.00%
Administrative and Support and Waste Management and Remediation Services	7.02%	7.02%	0.01%
Arts, Entertainment, and Recreation	1.37%	1.41%	0.04%
Utilities	0.61%	0.66%	0.05%
Finance and Insurance	3.55%	3.62%	0.07%
Accommodation and Food Services	9.74%	9.96%	0.23%
Professional, Scientific, and Technical Services	3.75%	4.09%	0.34%
Other Services (Except Government)	4.78%	5.11%	0.34%
Educational Services	8.22%	8.90%	0.68%
Government, Excluding Post Office, Education and Hospitals	6.56%	7.27%	0.71%
Health Care and Social Assistance	10.45%	12.04%	1.59%
Source: US Bureau of Labor Statistics			

Among other larger-sized industries, *Retail Trade* lost 0.05 percent of its share from 12.32 percent in 2007 to 12.26 percent in 2010. *Accommodation and Food Services* gained 0.23 percent from 9.74 percent before the recession to 9.96 percent after. *Educational Services* rose from 8.22 percent in 2007 to 8.90 percent in 2010. *Administrative and Support and Waste*

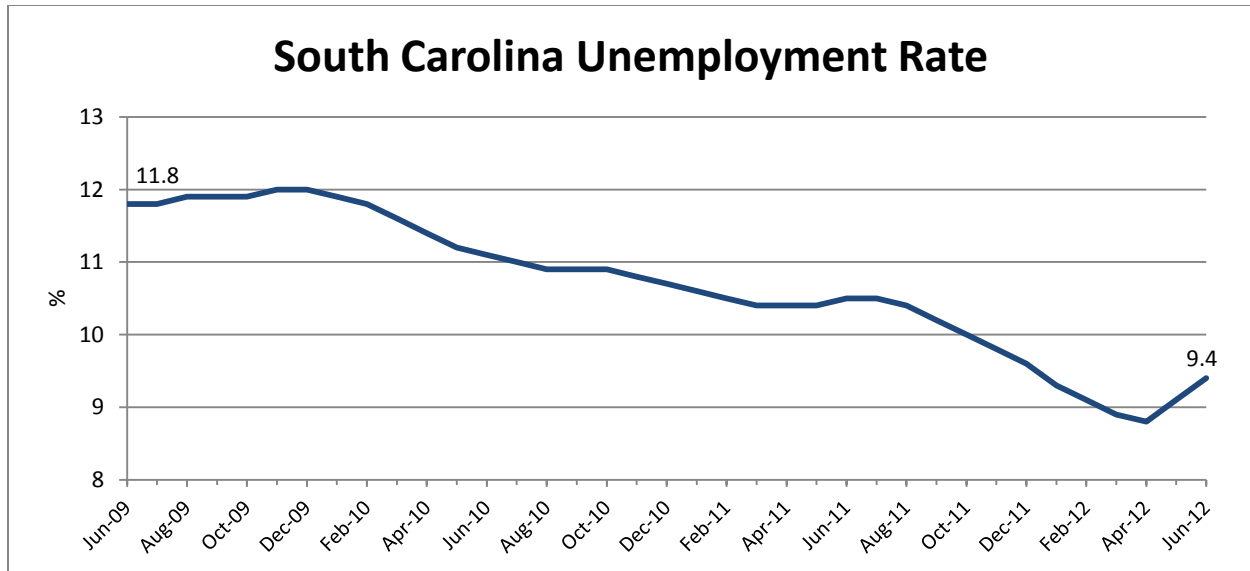
Management and Remediation Services gained 0.01 percentage point during the three-year period.

Entering 2012, the South Carolina economy has shown signs of steady growth as indicated by the South Carolina Leading Index.



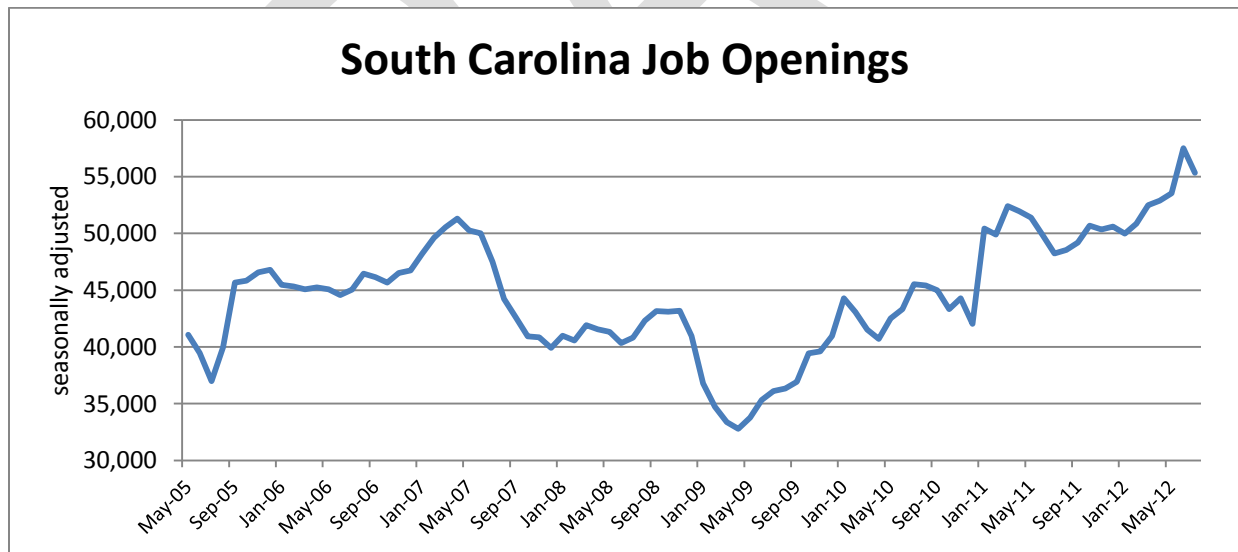
Source: SC Department of Commerce

When the recession ended in June 2009, the South Carolina Leading Index (SCLI) kept a mostly upward trend for eight months, moving above the 12-month moving average. Then it gave back most of its gains and moved slightly below its 12-month moving average from June 2010 to January 2011 before beginning another upward movement for five months. From July 2011 to January 2012, the index moved downward slightly and then held around its 12-month moving average before it started another upward trend starting in February 2012. From July 2009 to May 2012, the index rose 1.47 points, or 1.51 percent. In May, the SCLI jumped 0.22 points to end May at 100.73. Contributing to May's advance was an almost 61 percent jump in new privately-owned housing permit units coupled with a more than 20 percent increase in permit valuations. These gains brought permits to 2,332 units, a level not seen since July 2008, and the valuation to an inflation adjusted \$429,291,152, a value not reached since March 2010. Some components of the SCLI have slipped. Initial claims for unemployment insurance increased more than three percent while manufacturing average weekly hours decreased almost one half of a percentage point. The stock index was also more than four percent lower than the previous month. All in all, May's gain in the SCLI is encouraging because it marks the fourth consecutive month that the leading index advanced above its 12-month moving average, which indicates continued economic growth for South Carolina for several months.



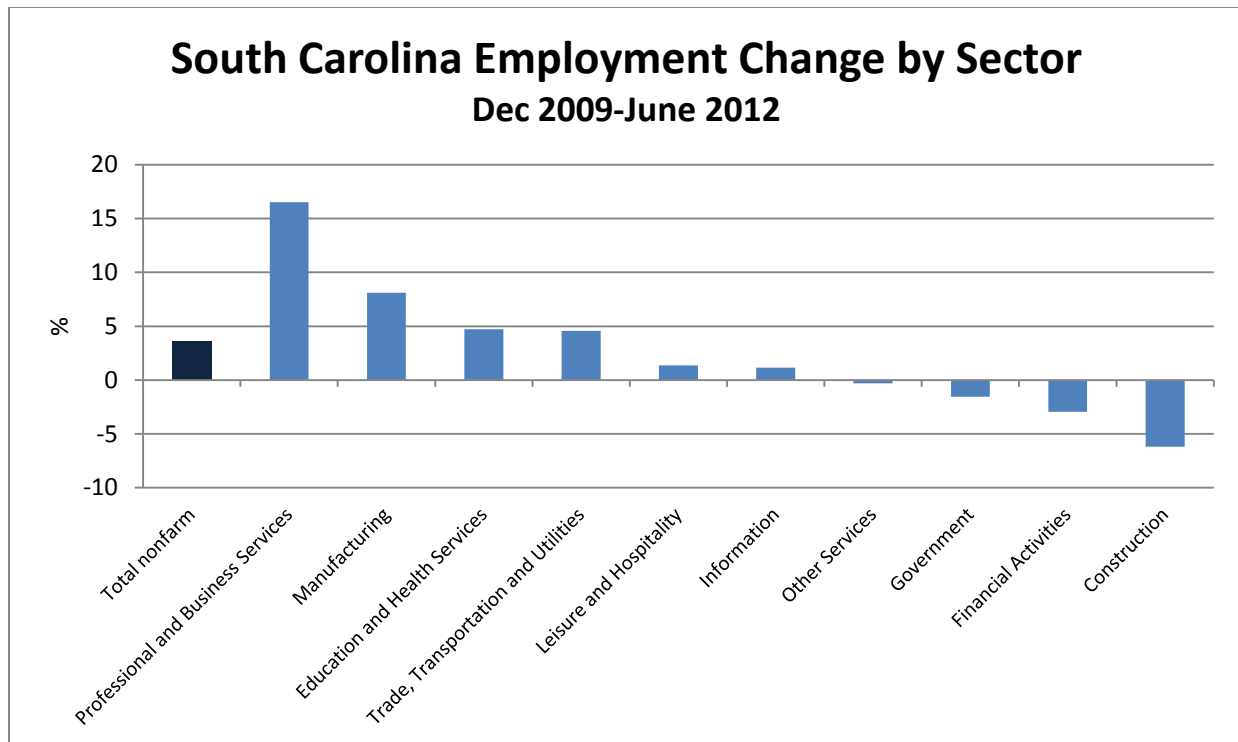
Source: US Bureau of Labor Statistics

Until May and June 2012, South Carolina's unemployment rate had been steadily declining since December 2009. In March 2012 the state's rate fell below nine percent for the first time in more than three years. The number of employed South Carolinians is just short of two million, well above recession lows but below pre-recession levels of 2008. The number of persons who are unemployed is a bit above 200,000, again well below recession levels but above pre-recession levels that were below 120,000. The job demand situation continued to improve.



Source: The Conference Board Help Wanted OnLine® data series

While the unemployment rate tends to be a lagging indicator of employment trends, a good sign for the state's job market is job openings. Job openings, as measured by The Conference Board Help Wanted OnLine® data series, have been steadily increasing since mid-2009. As of July 2012, job openings were up 69 percent since hitting their recession low in April 2009.



Source: US Bureau of Labor Statistics

Through June 2012, the number of jobs in South Carolina has increased by 65,000, or 3.6 percent, since their recessionary low. However, changes have varied significantly among sectors. *Professional and Business Services* has been the major sector with the greatest growth in the state. It has added 33,400 jobs since December 2009, a growth rate of 16.5 percent that is far above any other sector. *Manufacturing* had the next highest growth rate, 8.1 percent, adding 16,700 jobs. On the other end of the scale, *Construction* has dropped 5,000 jobs since recovery got underway, a decline of 6.2 percent. *Financial Activities* and *Government* have also suffered significant job losses despite recovery.

While the South Carolina Leading Index tells the state's economic condition in the nearest future, the newly released SC state level employment projections forecast the state's employment situation in a longer run. The 2010 – 2020 SC employment projections provide employment level projections for industry sectors and occupational groups.

The SC state level employment projections forecast the employment levels of each individual industry for the year 2020.

SC Industry Employment Projections 2020				
Industry Sector	2010 Employment	2020 Employment	2010- 2020 #Change	2010- 2020 %Change
Total, All Industries	1,956,014	2,227,380	271,366	13.87%
Health Care and Social Assistance	219,180	286,604	67,424	30.76%
Professional, Scientific and Technical Services	74,393	95,713	21,320	28.66%
Construction	79,881	100,170	20,289	25.40%
Administrative and Support and Waste Management and Remediation Services	127,904	155,376	27,472	21.48%
Transportation and Warehousing	46,275	55,931	9,656	20.87%
Other Services (Except Government)	93,133	110,586	17,453	18.74%
Arts Entertainment and Recreation	25,594	29,844	4,250	16.61%
Real Estate and Rental and Leasing	25,860	29,505	3,645	14.10%
Educational Services	162,104	184,208	22,104	13.64%
Retail Trade	223,312	253,329	30,017	13.44%
Accommodation and Food Services	181,426	201,314	19,888	10.96%
Wholesale Trade	63,897	70,633	6,736	10.54%
Information	25,834	28,262	2,428	9.40%
Utilities	12,051	13,048	997	8.27%
Finance and Insurance	65,940	70,975	5,035	7.64%
Management of Companies and Enterprises	14,293	15,083	790	5.53%
Manufacturing	207,803	217,543	9,740	4.69%
Government	139,969	144,141	4,172	2.98%
Mining	1,183	1,213	30	2.54%
Self-Employed and Unpaid Family Workers, All Jobs	135,311	137,854	2,543	1.88%
Agriculture Forestry Fishing and Hunting	30,671	26,048	-4,623	-15.07%
Source: SC Department of Employment and Workforce				

As shown on the industry projections table above, the top five industry sectors in terms of projected percentage employment growth are: *Health Care and Social Assistance*, projected to add more than 67,400 jobs from 2010 to 2020; *Professional, Scientific and Technical Services*, projected to add more than 21,300 jobs; *Construction*, projected to add almost 20,300 jobs; *Administrative and Support and Waste Management and Remediation Services*, projected to add almost 27,500 jobs; and *Transportation and Warehousing*, projected to add almost 9,700 jobs. All these industries are projected to grow more than twenty percent over the 2010-20 period, well above the average growth for all industries, which is almost 14 percent.

The SC state level occupational projections forecast the employment levels of each occupational group for the year 2020.

SC Occupational Employment Projections 2020				
Occupations	2010 Employment	2020 Employment	2010- 2020 #Change	2010- 2020 %Change
Total, All Occupations	1,956,014	2,227,380	271,366	13.87%
Healthcare Support Occupations	51,418	67,833	16,415	31.92%
Personal Care and Service Occupations	55,025	69,412	14,387	26.15%
Healthcare Practitioners and Technical Occupations	111,646	140,187	28,541	25.56%
Computer and Mathematical Occupations	28,386	34,381	5,995	21.12%
Community and Social Service Occupations	26,159	31,082	4,923	18.82%
Construction and Extraction Occupations	80,189	94,972	14,783	18.44%
Business and Financial Operations Occupations	66,821	78,356	11,535	17.26%
Education, Training, and Library Occupations	105,310	121,599	16,289	15.47%
Installation, Maintenance, and Repair Occupations	87,299	100,486	13,187	15.11%
Transportation and Material Moving Occupations	122,632	140,780	18,148	14.80%
Architecture and Engineering Occupations	36,748	42,049	5,301	14.43%
Arts, Design, Entertainment, Sports, and Media Occupations	23,111	26,428	3,317	14.35%
Building and Grounds Cleaning and Maintenance Occupations	81,506	92,984	11,478	14.08%
Sales and Related Occupations	217,794	245,125	27,331	12.55%
Food Preparation and Serving Related Occupations	170,076	190,257	20,181	11.87%
Legal Occupations	13,168	14,727	1,559	11.84%
Office and Administrative Support Occupations	304,144	339,326	35,182	11.57%
Production Occupations	171,508	186,018	14,510	8.46%
Management Occupations	121,458	125,596	4,138	3.41%
Farming, Fishing, and Forestry Occupations	21,176	18,336	-2,840	-13.41%
Source: SC Department of Employment and Workforce				

As shown on the occupational projection table above, the top five occupational groups in terms of percentage job growth are: *Healthcare Support Occupations*, projected to add more than 16,400 jobs; *Healthcare Practitioners and Technical Occupations*, projected to add more than 28,500 jobs; *Personal Care and Service Occupations*, projected to add almost 14,400 jobs; *Computer and Mathematical Occupations*, projected to add almost 6,000 jobs; and *Community and Social Service Occupations*, projected to add almost 5,000 jobs from 2010 to 2020. All these groups are projected to grow more than 18 percent over the 2010-20 period, well above the growth for all occupations which is almost 14 percent.

Industries Critical to South Carolina

Demand data (i.e., online advertised job openings) consistently shows a high need for healthcare workers. This is underscored by the aging population needs, and industry and occupational projections that show healthcare needs in both short-term and long-term measurements.

Manufacturing employment is improving and projections show that more gains are expected. Despite declining employment over the past several years, South Carolina still has an above-

average concentration of jobs in the manufacturing sector. Recent job announcements (507 announcements from 2008 through 2011 for manufacturing totaling 51,000 anticipated jobs) indicate noteworthy growth from new or expanding manufacturing facilities in the state.

Small businesses (those with less than 50 employees) have always been the backbone of employment in South Carolina. Their share of the state's jobs has been steadily growing, nearing 50 percent. With the number of small employers in our state averaging almost 91,000 in the second quarter of 2011, small businesses will make a large difference in the state's recovery.

Demand for Skilled Workers and Available Jobs

Assessing how well the population's skills match up with job requirements is a problem because of the lack of consensus on how to define skills. In addition, there is a lack of meaningful data on skills. Most of the readily-available data is on educational levels, which may or may not be relevant to skills. With those caveats, we can get a picture of how well the state's workers and jobs match up in terms of general education requirements.

The U.S. Bureau of Labor Statistics classifies all occupations in terms of the education, experience and training typically required for entry into the occupations. Using those classifications, jobs requiring no more than a high school diploma, less than one year of experience, and no more than short on-the-job training can be considered low skill. Using that definition, 42 percent of South Carolina's 2011 jobs were low skill. That compared to 41 percent of U.S. jobs. Another 30 percent of the state's jobs required no more than a high school education but more experience and/or training; the comparable figure for the U.S. was 29 percent. For both the state and nation, 11 percent of jobs required postsecondary education less than a bachelor's degree. Finally, 16 percent of South Carolina jobs required a bachelor's or higher degree, compared to 18 percent of U.S. jobs. Thus, the state's jobs are tilted slightly toward lower skill, at least in terms of BLS' broad education, experience and training classifications.

For workers, the only widely available information relating to skills is educational attainment. Educational attainment data presents a similar picture for workers as for jobs—a slight tendency toward lower skill. Of people 25 or older in South Carolina in 2010, 46 percent had no more than a high school education, compared to 43 percent for the U.S. For those with postsecondary education less than a bachelor's degree, they were 29 percent in the state and nation. In South Carolina, 25 percent of those 25 or older had a bachelor's or higher degree compared to 28 percent for the U.S.

Again, whether and to what extent South Carolina has a skills gap depends on how skills are defined and what data is used to measure skills. By another measure of just low, middle and high skills, the state has a 16 percentage point deficit between middle-skill jobs (45%) and workers (29%). However, regardless of how skills are measured, South Carolina's workforce is a bit more low skilled when compared to the nation as a whole. This obviously has implications for economic progress. It also represents an opportunity to produce a workforce with the more advanced skills required for higher-level jobs.

There are a wide variety of specific technical skills needed for jobs in South Carolina, as indicated by the state's job outlook. However, certain foundation skills are needed by all workers to succeed in the workplace. In a report "Are They Really Ready to Work?" the most important "soft" skills needed to succeed in the workplace were:

- Professionalism/work ethic
- Oral and written communication
- Teamwork/collaboration
- Critical thinking/problem solving

This report was a survey of 400 employers across the United States conducted by a joint consortium of The Conference Board, Partnership for 21st Century Skills, Corporate Voices for Working Families, and the Society for Human Resource Management.

The employers reported deficiencies in all four soft skills in the new workers they are seeing. Over 42 percent of the employers rated new entrants to the workforce with a high school diploma as "deficient" in overall preparation for the entry level jobs that they would normally fill.

Educational Attainment of the State's Population

South Carolina has a similar share as the U.S. of its population 25 or older with at least a high school education—84.1 percent for S.C. and 85.6 percent for the U.S. in 2010. The state is equal to the nation in the share of its 25 or older population with some college or an associate's degree—29.0 percent for S.C. and 28.9 percent for the U.S. However, the state has a higher share of its population with only a high school education (30.5 percent vs. 28.5 percent) while the U.S. has a higher share with a bachelor's degree or higher. The state also has a higher share of individuals without a high school diploma or GED (16.0 percent versus 14.4 percent).

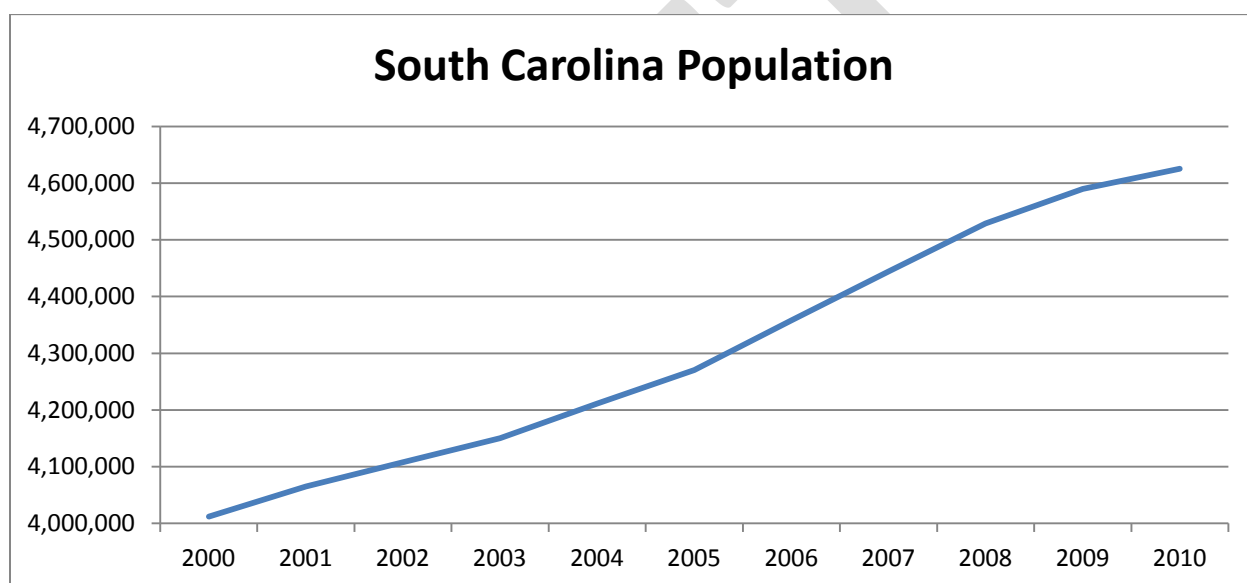
To improve this situation, funding, promotion, and active participation in the state's Adult Education system will be needed. Preparing those individuals with some college or an associate's degree to continue their education and get a higher level of education will also help ensure adequate education levels for the future workforce.

With a continuing increase in manufacturing employment (300 announcements from 2008 to early 2011 for manufacturing totaling 35,000 anticipated jobs), and 80 percent of manufacturing jobs requiring middle skills and most hard-to-fill healthcare jobs requiring middle skills, increasing the number of individuals with postsecondary education will be vital to the success of the recovery of the workforce.

Recessions can spur the growth of smaller businesses as people may strike out on their own after being laid-off. Since the federal Small Business Jobs Act was signed into law in 2010, lending for small businesses has increased in our state by \$50.5 million. For the second quarter of 2011, there were almost 91,000 businesses with 49 employees or less. Net job creation in small businesses is equal to that of larger businesses in South Carolina.

Current and Projected Demographics

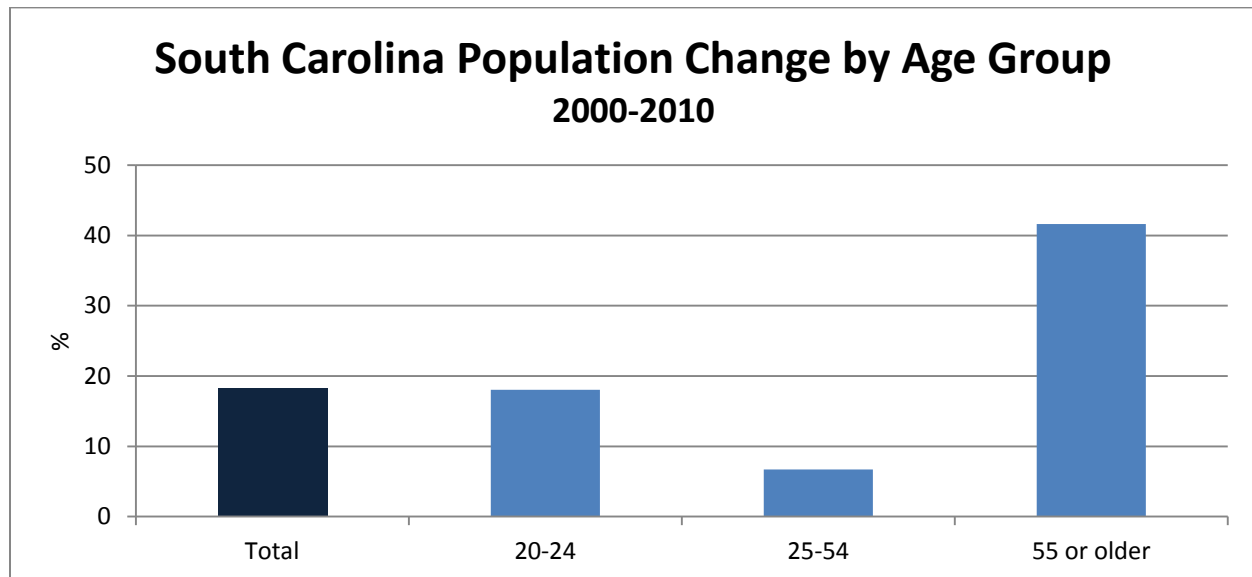
South Carolina's population has grown and will continue to grow at above-average rates. From 2000 to 2010, the state's population increased by 613,352 to 4,625,364. Only 11 states gained more people over that time. The state's growth rate of 15.3 percent over the 2000-2010 periods was exceeded by only nine states. State population projections show continued, but slower, growth through 2020. In most cases, a growing population means a growing labor force and, consequently, continued pressure to generate more jobs. Population growth will generate more jobs in sectors such as retail, but also more jobseekers. This means more demand for workforce services. However, that demand may be mitigated somewhat by declining labor force participation. The state's labor force participation rate dropped from 65.7 percent in 2000 to 61.3 percent in 2010. Also, population growth has not been uniform across South Carolina. From 2000 to 2009, 17 counties lost population, pointing to critical economic and workforce development needs in those areas.



To an exceptional degree, South Carolina's population growth has been fueled by people moving to the state. Between 2000 and 2009 (latest estimates available), South Carolina's population increased by 376,441 due to net migration into the state. Only seven states had a higher net migration and all, except Nevada, were larger than South Carolina. In only four states did net migration account for more of total population change. People coming into the state tend to come to the larger metropolitan areas.

Like the rest of the country, South Carolina's population is aging. In 2000, the state's median age was 35.4. In 2010 it was up to 37.9, and it is projected to be 40.3 in 2020. Those aged 55 or older grew by 41.6 percent from 2000 to 2010, accounting for 58.3 percent of South Carolina's population increase over that period. That group is expected to grow by 30.5 percent between 2010 and 2020. While labor force participation has declined overall in South Carolina in recent years, it has increased for those 55 or older. Meanwhile, there were fewer of those aged 35 to 44 in South Carolina in 2010 than there were in 2000, and their number is expected to drop a bit more by 2020. These trends point to a workforce that will continue to get older, as well as older unemployed and jobseekers in need of services. They also show continued growth in demand for

healthcare. Companies who appreciate a mature workforce may need to be sought out by Business Services.



A significant segment of South Carolina's population now is the long-term unemployed. Those unemployed over 26 weeks now make up about half of the state's unemployed population. And, those unemployed over a year now account for a larger share of the long-term unemployed than those unemployed 27-52 weeks. Recovery will help some of these people. However, long-term unemployment is often an indicator of significant barriers to employment. In South Carolina from 2005 to 2010, the largest job losses by educational attainment, by far, were suffered by those who were not high school graduates or GED completers. Looking further at that group, around three quarters of those who lost jobs became discouraged and quit looking for work. Data from Census' American Community Survey indicates that most of that group without a high school education who quit looking for work were in their 30s or 40s. Therefore, South Carolina is faced with a significant population of people in their prime working ages who lack the most basic credential needed for a good job—a high school diploma or GED—and see little or no hope of success in the job market. The end of extended unemployment benefits heightens the critical situation faced by this group.

Many long-term unemployed individuals lose hope of ever getting a job. Promoting the workforce system as widely as possible is a valuable option for assisting in their job search. Community groups can also serve as a conduit to get the word out about services. Workforce development partners should also continue providing onsite workshops (resume writing, interviewing skills, etc.) for long-term job seekers.

Potential Target Populations

Hispanics

Hispanics have accounted for a significant portion of the state's population growth. South Carolina's Hispanic population more than doubled from 2000 to 2010, reaching 235,682. Hispanics were responsible for almost a quarter of the state's 2000-2010 population growth and now represent a bit over five percent of the state's population. This means a growing need for services tailored to this population, including language skills.

Native American

The 2010 Census shows that there are 19,524 single-race American Indians/Alaskan Natives and 13,910 mixed-race American Indians/Alaskan Natives in SC. South Carolina is home to several Native American tribes and groups, with Cherokee being the largest at 308,000 members, followed by the Santee (6,000 members), and the Catawba (1,400 members).

Native Americans have double the poverty rate (25.7%) of the total US population (12.4%). Education is roughly in line with America as a whole until it comes to attainment of a bachelor's degree, which is significantly lower than the national average (12.4% vs. 24.7%). Potential workers may not have the necessary technical or scholastic training to obtain good employment. Poverty has a great presence in Native American communities. This affects education, transportation, and motivation. The eradication of poverty may be of paramount concern to the Native American population.

Homeless

In July 2011 there were an estimated 4,701 homeless people in SC, including 612 veterans and 1,383 people with disabilities, according to the South Carolina Council on Homelessness. South Carolina's homeless rate per 10,000 people is 13, while the national rate is 22.

For the homeless, basic needs are a priority. Some people may need help finding treatment to address an underlying cause of homelessness. The unpredictability of being homeless causes employers to be wary of this group. There is a stigma associated with being homeless that makes it more difficult to find employment. People are homeless for many reasons including: hard times, hard luck, substance abuse problems, medical issues, mental issues, etc. All these reasons contribute to the difficulty of finding employment. The simple issue of having a bath, a shave, and a suit for a job interview become major hurdles. Education and training are important but may be secondary to transportation to the job. Creating stability of transportation, housing, and health/nutrition will raise the employability of this group. The stigma of being homeless must also be addressed. Many homeless people are also military veterans, adding to the already complicated issue. The National Coalition for the Homeless states that almost 40 percent of homeless men are military veterans.

Veterans

According to the 2010 Census, South Carolina had 401,258 veterans. Veterans made up 8.7 percent of the state's population, compared to 7.8 percent of the nation's. The state's veteran population was up 2.2 percent from 2005. From 2005 to 2010, veteran unemployment rose from 5.6 percent to 10.7 percent.

Military veterans have varied and unique needs. Some veterans are homeless. Some veterans struggle with diagnosed or undiagnosed medical and mental issues. Some veterans have difficulty entering the civilian world again. Veterans have a great deal to contribute to any company. Many veterans have jobs skills that transfer directly to the civilian world. Veterans are drug-free, show up to work on time, and have experience working in stressful situations. The military is all-encompassing and takes care of every aspect of a member's life, including wages, medical, dental, housing, and retirement. Once a member leaves the service, it can often be a rude awakening to re-enter civilian life.

Ex-Offenders

As of June 2011, South Carolina had an inmate population of 23,306 with 12,024 inmates being released in 2011. The average age of an inmate was 36 years old. The average sentence length is almost 13 years, with the average time actually served being about five years. Over half—57 percent—of inmates do not have a high school diploma or GED. Inmates age 17-21 without a high school diploma or GED are mandated to attend school and are assigned to one of the Department of Corrections' nine high schools. Inmates older than 21 who are not high school or GED graduates are served in Corrections' adult education programs. For FY 2011 approximately 5,000 inmates participated in education programs including GED/high school academics, vocational courses, and WorkKeys. For FY 2011 there were 1,209 GEDs awarded, 2,769 vocational program completers, and 1,794 National Career Readiness Certificate earners.

People who have been imprisoned face several challenges when re-entering society, such as overcoming their past criminal history when seeking employment. Lack of education, poor computer skills, poor people skills, low self-esteem, substance abuse problems, and access to transportation are problems faced by an ex-offender during the job search.

Juvenile Offenders

In 2011, the Department of Juvenile Justice handled 18,114 cases. In these cases, 4,293 were paroled or on probation, and the average offender population at a facility was 492. There is a 15% recidivism rate among young offenders. In 2009-10, 20,394 cases were referred to DJJ, almost 30 percent less than seven years earlier. The top five offenses putting a person into DJJ custody are disturbing school, simple assault and battery, shoplifting, public disorderly conduct, and simple marijuana possession.

Juvenile offenders have an entire lifetime ahead of them. Society at large forgives many youthful mistakes. There is always hope with this group. Several programs train the offenders in trades and skilled labor. Their educational training is important and obtaining a GED/diploma is the first step toward further studies. Maintaining motivation with this group is a challenge. Having gainful employment will provide the security and finances to prevent future problems with the law.

Limited English Proficiency

The 2010 Census lists 107,766 people of foreign-born status in South Carolina who were identified as having Limited English Proficiency (LEP). Noncitizens were more likely to be LEP than citizens (foreign-born but naturalized).

Immigrants and those with LEP often need help adjusting to life in a new country. They may need help finding housing, jobs, educational/training resources, or other services. They may need legal aid services to assist with paperwork and documentation. Communication is important no matter what job someone holds. The main issue here is language, and this can be overcome with instructional training and services.

Illiterate

The South Carolina Department of Education reports that 465,000 residents are illiterate. This equals about 15 percent of South Carolina's population. With rising school enrollment and better access to education, illiteracy has declined in the last several decades.

Being illiterate increases the likelihood of being below the poverty line and having high health costs. The illiterate population tends to be older. Their family and friends may not even know that they are illiterate. A feeling of shock is often expressed when someone confesses to being illiterate, leaving the person who is unable to read or write with feelings of shame. It is important to understand the group and remove the stigma. Illiteracy may stem from poor education or a learning disorder. Education is a major issue here, since reading is a central part of learning and succeeding in the workplace, and considering many of those who are illiterate also do not have a diploma/GED.

Migrant/Seasonal Workers

The Pew Hispanic Center estimates that some 70,000 illegal migrant workers are in South Carolina. There are 28 registered migrant worker labor camps in 13 counties in the state. Around 81 percent of all farm workers are foreign-born. There is a 50.7 percent high school graduation rate for migrant teenagers.

The growing pace of economic globalization has created more migrant workers than ever before. Unemployment and increasing poverty have prompted many workers in developing countries to seek work elsewhere. Unskilled and cheap labor is wanted in developed nations, so the two forces meet. Migrant workers and their families have poorer physical health than the general population, higher infant mortality rates, and shorter life expectancy. Migrant farm workers often toil 12-14 hours a day, every day, during a harvest season. Issues affecting this community include poverty, worker abuse, sanitation, legal issues, and safety. Language barriers and mistrust of government are also common in the community.

Foster Care

The average time a child spends in foster care was 18.6 months in 2011, the highest average during the past 12 years. In 2011, there were 1,366 children waiting for adoption. As of June 2011, there were 4,384 children in foster care.

This group may lack stability as children and may have problems associated with their home situations. On a positive note, educational services are available for the children. This helps them overcome their unique issues and pursue a path for employment.

Temporary Assistance for Needy Families

From January 2007 to December 2009, the number of TANF recipients increased to 50,875 in South Carolina, a 50 percent increase. The average wage of a TANF recipient was \$7.82 per hour.

This group may have difficulty obtaining a family-sustaining wage. Even when they have jobs, the pay is often low. They may lack the education and needed skills to get a better job.

Disabled

Latest estimates (2010) show the state had a disabled labor force of over 125,000 people. However, over 30,000 of those people were unemployed, for a disabled unemployment rate of 24.0 percent. Therefore, this group will continue to need focused services to overcome substantial barriers to employment.

Workforce Challenges

As South Carolina is making great strides in economic growth, the demand for workforce services is growing also. The older workforce is increasing, bringing more attention to the challenges of that group. One challenge is providing effective retraining to people who have been out of school for a long time. For many potential target segments of the population, workforce barriers boil down to educational issues (literacy, lack of a high school diploma, etc.).

A significant number of South Carolinians have been unemployed for a long period and lack a high school education. Many of who are in their prime working ages. While recovery will bring job opportunities to some of these people, experience shows that many jobs lost during the recession will not come back. Meeting the needs of the long-term unemployed who lack adequate education and training will be a special challenge. Specifically, we must increase the rate of GED attainment and then provide effective training for that group.

We are in recovery, so we are gaining jobs and will continue to do so. But the issue is how many and what kind of jobs. The number and types of job opportunities will continue to be affected to some degree by technology (e.g., use of self-checkout scanners in retail). Demand for healthcare will rise further, but so will budget pressures, along with the uncertain course of healthcare reform. Contract and temporary employment services account for more and more jobs. Manufacturing needs fewer but more-skilled workers. The number of smaller businesses is growing. They account for many job opportunities but lack the workforce development resources of larger businesses for things such as recruiting and training.

Growth will not be uniform across the state, meaning gains in job opportunities and impacts on service demand will be uneven. The ongoing cycle of job and population loss in many of our smaller, rural areas is a longstanding critical issue for South Carolina.

Small businesses (those with less than 50 employees) account for a growing share of the state's jobs, close to the same level as larger businesses. Net job creation in South Carolina's small businesses matches that for larger ones. Therefore, workforce development must involve small businesses and be attuned to their particular needs.

South Carolina has many higher-paying jobs that do not require a higher-level education. Those opportunities will increase. A key challenge is preparing enough people to take advantage of those middle-skill opportunities. Indicators point to potential shortages of workers at that level. We have enough people to meet those needs but will need to get their skills up to the necessary levels. Existing education and training resources to serve this population must be improved through, for example, increased use of alternative education and training methods such as virtual learning and apprenticeships.

Research shows that employers categorize new entrants to the workforce as “deficient” in four important soft skills (professionalism/work ethic, oral and written communication, teamwork/collaboration, critical thinking/problem solving). Funding may need to be gained or reallocated for training in soft skills through SC Works Centers. There needs to be more collaboration with high schools, adult education, and/or technical colleges to leverage resources to provide soft-skills training.

C. STATE STRATEGIES

The Integrated Workforce Plan must describe the key strategies the state intends to implement, based on its economic analysis, to achieve the governor's vision and goals.

- **Cross-Program Strategies** – The plan must discuss integrated cross-program strategies for specific populations and sub-populations identified in the state's economic analysis, strategies for meeting the workforce needs of the state's employers, and regional and sector strategies tailored to the state's economy.
- **Partnerships** – The plan must include a discussion of key strategic partnerships that are necessary to successfully implement the strategies, specify roles of specific state entities and programs, and discuss how the strategies will meet the needs of employers and of each sub-population. (WIA Sections 111(d)(2), 112(b)(8), W-P Section 8(c).)
- **Leveraging Resources** – The plan must discuss how the state will coordinate discretionary and formula-based investments across programs and in support of the governor's vision. The state's planned commitment of Federal and non-Federal funds to these investments must be included. The plan must also describe how the state will use program funds to leverage other Federal, state, local, and private resources, in order to effectively and efficiently provide services. (WIA Section 112(b)(10).)
- **Policy Alignment** – The plan must discuss how the state will align policies, operations, administrative systems, and other procedures to assure coordination and avoid duplication of workforce programs and activities outlined in WIA Section 121(b). (WIA Sections 111(d)(2)(A), 112(b)(8)(A), 121(b), 20 CFR 661.205(b)(1).)

It is the goal and vision that South Carolina be recognized as a work ready state and that its statewide workforce investment system creates opportunities for both businesses and individuals to succeed. The Governor's State Workforce Investment Board (SWIB), the South Carolina Department of Employment and Workforce, and workforce partners will be instrumental in ensuring that this goal is met. South Carolina has several key strategies underway to achieve its workforce goals.

State Workforce Investment Board Priorities

The State Workforce Investment Board's mission is to create a competitive workforce advantage for South Carolina by ensuring that a quality and effective workforce system exists in order to improve the prosperity of businesses and the lives of South Carolinians. The Board has identified the following priorities:

- Create greater alignment with and partnership among workforce development, economic development, education, and community-based organizations
- Improve service delivery to businesses and jobseekers
- Promote and champion the public workforce system through advocacy, outreach, and simplified communication of the workforce development system's structure and services

The SWIB will work with various partners to deliver and implement its priorities:

- SCDEW
- Businesses
- State Government Agencies (SC Technical College System, Departments of Social Services, Education, Juvenile Justice, etc.)
- Local workforce investment boards
- Councils of Governments
- Municipalities
- Community-based organizations

South Carolina WorkReady Communities (SCWRC)

SCWRC is another high priority strategy South Carolina will implement. This strategy will impact all populations and sub-populations, businesses, communities, and the state as a whole. The South Carolina WorkReady Communities (SCWRC) initiative will link education and workforce development to the economic needs of the state. It will also empower counties and the state with actionable data and specific workforce goals to foster economic growth. Counties meeting their individual SCWRC goals have an opportunity to receive Certified WorkReady Community distinction. Through the initiative, South Carolina is utilizing the National Career Readiness Certificate (NCRC™), a work readiness credential, to measure and close the skills gap and educate individuals and businesses on the value of an NCRC and Certified WorkReady Community certification.

The South Carolina WRC initiative is a multi-agency, public-private partnership collaboration. A State Leadership Team, consisting of representatives from the SC Department of Employment and Workforce, Technical College System, Department of Education, SC Vocational Rehabilitation Department, and the SC Manufacturers Alliance, has been formed to lead the effort. South Carolina has been selected, as one of four states, to participate in the first ACT Certified Work Ready Communities Academy, an intensive year-long series of workshops and trainings for state-level leadership teams on how to build certified work ready communities. Participation in the Academy will result in the following:

- ❖ Business and industry will know exactly what foundational skills they need for a productive workforce-and to easily communicate their needs.
- ❖ Individuals will understand what skills are required by employers-and how to prepare themselves for success
- ❖ Policy makers will consistently measure the skill gaps in a timely manner at the national, state and local levels
- ❖ Educators will close the skills gap, via tools integrated into career pathways with stackable industry-recognized credentials
- ❖ Economic developers will use an on-demand reporting tool to market the quality of their workforce

Workforce, education, and economic development partners are finding ways to leverage resources and coordinate funding to provide more individuals and jobseekers with access to WorkKeys® testing and certification and businesses with increased access to job profiling.

Credential Attainment

To continue preparing the workforce for current and future jobs, having the right credentials is necessary. Focus will be given on improving the number of credentials earned in the state including high school diplomas, GEDs, NCRCs, and occupational certificates. The number of NCRCs is expected to increase through the SC WorkReady Communities initiative and the grassroots efforts of counties.

Approximately 8,000 South Carolinians each year obtain their GED. This number is expected to grow through the SCWRC initiative, as each county has a goal to reach. Lately, more attention has been given to the work of community-based organizations such as Christ Central and their efforts to help individuals and families become self-sufficient. The Adult Education Division of the Department of Education serves those in need of a GED. With the goal of equipping each student with a GED as well as an NCRC, they lead the state in issuing the work readiness certificate.

Over the next year, financial support of GED testing will be a challenge as SC moves toward computer-based testing. The price of both computer-based and paper pencil tests are increasing. At a time when federal and state funding is limited, more leveraging of program and partner resources and greater financial contribution from participants will be required.

SC Department of Education data on high school graduates shows that around a quarter of them plan on going directly into the workforce as opposed to college or the military. In partnership with Regional Education Centers (RECs) and Career and Technology Education Centers around the state, a career pathway and training needs can be identified early on to prepare these youth for the workforce. RECs coordinate and facilitate the delivery of information resources and services to students, educators, employers, and the community. There is one in each of the 12 local workforce investment areas, and LWIB chairs are a required member of the REC Board and, SC Works Centers are mandated partners. Other programs such as the Jobs for America's Graduates (JAG) - South Carolina program, which serves at-risk students; Dream It Do It!, which promotes careers in advanced manufacturing, and STEM (Science, Technology, Engineering, and Math) also serve as avenues to get youth the credentials they need to be successful in the workplace.

Local technical colleges and other training institutions are also instrumental in providing short and long-term training. With in demand occupations in the healthcare field, and technological changes in the manufacturing field, credentials are no longer an option but a requirement. Having basic skills, soft skills, and technical skills all go hand-in-hand.

Alignment of education, economic development, and workforce development is critical to ensure people are being trained for the right job. Where funding is available, it is incumbent upon us to provide support for those seeking basic or occupational training. To facilitate increases in credential attainment in the state, MOUs will be established to promote partnerships, and policies will be developed to implement WIA training fund expenditure requirements, as needed.

Workforce System Service Delivery

It is South Carolina's goal to provide consistent, excellent service to businesses and job seekers. As such, in January 2010, the State Workforce Investment Board approved a set of one-stop certification standards by which to measure one-stop management, service, and performance. Statewide, SC Works Certification Standards are being implemented in three phases: self-assessment, technical assistance, and certification.

Research and planning of the Standards began in 2007 with a report outlining the best practices of eleven states that had previously implemented a certification process. During Program Years 2008 and 2009, system-wide workgroups collaborated to create the Standards for job seekers, business services, and one-stop management. One-stop certification standards workgroup partners included workforce professionals of all levels - frontline staff to agency heads, SWIB members, and business and industry representatives. Partners that will be instrumental in implementing the Standards include the following:

- South Carolina Department of Employment and Workforce
- South Carolina Technical College System – local technical colleges
- South Carolina Department of Social Services
- South Carolina Vocational Rehabilitation
- South Carolina Department of Education - Adult Education Division
- Local Workforce Investment Boards

The South Carolina Department of Employment and Workforce (SCDEW) issued a State instruction letter to all LWIBs, one-stop operators, and administrators providing information and guidance on the required Standards and implementation process. A self-assessment tool was also issued to assist Local Workforce Investment Boards in conducting an initial assessment of each one-stop in their area against the Standards. All areas have completed the assessment and results are being used to determine the level and types of technical assistance needed in each local area to aid with certification readiness.

As prescribed by the SC Works Certification Standards, a statewide Memorandum of Understanding (MOU) with mandated workforce partners will be implemented to facilitate the provision of key one-stop services at every SC Works Center by qualified staff. Key one-stop services include those related to the three main reasons job seekers visit SC Works Centers: job search, training, and unemployment insurance.

Implementation of the Standards and certification process will continue through 2013. At that time, it is expected that all one-stop centers will meet the required Standards, resulting in a consistent, high level of service for all customers of the South Carolina workforce system.

American Job Centers (AJC) Brand/Logo

In Program Year 2011, South Carolina implemented a new branding initiative to coincide with our One-Stop Certification standards. As part of the 2006 - 2011 State Workforce Investment Board Strategic Plan, our SWIB initiated the project and provided funding to assist local areas with the cost of external and internal signage as well as other operational materials to adopt the new brand. All one-stops are now called and branded as SC Works Centers. This was a very costly and intensive process for South Carolina. For that reason, the Department of Employment

and Workforce, as the administrative agency for WIA, is not mandating use of the American Job Centers brand/logos at this time.

Due to this recent large expenditure of funds and the absence of state reserve funds, DEW is unable to use or provide any monies for the incorporation of the AJC brand. However, the state has encouraged local boards to incorporate the use of the black and white “A proud partner of American Job Center Network” logos along with the SC Works brand on any newly purchased printed materials, signage, outreach materials, and other items. Although there will be a slow roll out of the AJC brand in SC, we intend that all materials will eventually include the “proud partner” logo.

Since the AJC brand will be incorporated into new purchases, additional costs will be negligible. Should additional funds for the purpose of AJC brand use become available from DOL, South Carolina will proportionately increase the urgency of our policy to replace signage and items to incorporate the logo with the SC Works brand.

Employer-Driven Workforce System

In 2011, a Business Services Department was established at SCDEW. The Department’s purpose is to streamline and integrate business services at the state and local workforce levels in order to increase business retention and promote rapid reemployment. Local Business Services Teams, which include a cross-section of workforce partners who provide specialized services to businesses in their areas, have also been established around the state. These local teams participate in monthly meetings, facilitated by the SCDEW Business Services Department, to discuss business services delivery, build and strengthen workforce program linkages and alignment, and share best practices.

Rapid Response-Layoff Aversion

Through the integration of WIA and Wagner-Peyser services and in collaboration with economic development allies, the public workforce system can assist businesses throughout the entire economic cycle, from expansion, to down-sizing, to stabilization, to growth. Business services staff promote the workforce system and engage new and expanding companies upfront to help these businesses understand and prepare for their workforce needs. Utilizing On-the-Job Training (OJT) and Incumbent Worker Training (IWT) funds with labor exchange services is critical to helping companies successfully accomplish their workforce implementation plans. Matching threatened worker groups identified during Rapid Response with recruiting businesses promotes rapid reemployment.

Existing companies are encouraged to promote business retention through proactive layoff aversion strategies. Businesses are informed of all the resources that are available in the workforce system and services are brokered by experienced consultants. Businesses in distressed industries are shown how to align with growing industries through the leveraging of Incumbent Worker Training funds, Labor Market Information, tax incentives, and business consultation services.

Down-sizing companies are provided Rapid Response services with a primary emphasis on layoff aversion. Through the brokering of economic and workforce development services, layoffs are averted or reduced when the company is stabilized. For those events that cannot be averted, worker groups are assessed, provided core services, and aligned with recruiting companies.

Rapid Response Funds for Incumbent Worker Training

Over the last several years, the state has had an Incumbent Worker Training model that has assisted businesses and workers in remaining productive and competitive. The primary goal of Rapid Response - Incumbent Worker Training is to provide whatever assistance we can to retain valued members of our business and industrial communities through a thriving, viable workforce. Secondly, the goal is to continue to grow the skills of the workforce in preparation for future business and industrial needs.

A waiver approved by USDOL, has increased the WIA resources available to support layoff aversion efforts through IWT. South Carolina has been permitted to use 20% of its WIA funds reserved for Rapid Response activities for Incumbent Worker Training as part of layoff aversion strategies. The training is restricted to skill attainment activities, and SC reports performance outcomes for any incumbent workers served through this waiver.

South Carolina Manufacturing Extension Partnership (SCMEP)

Through a partnership agreement with SCDEW, the South Carolina Manufacturing Extension Partnership (SCMEP) conducts an assessment of businesses facing layoffs or closures. This partnership includes a no-cost, competitiveness review of the business to determine the types of assistance needed, to include IWT. This review will:

- Reveal/confirm limiting factors holding the business back;
- Provide a snapshot of how the business is performing in comparison to other companies; and
- Provide a roadmap to improve competitiveness, performance, and the bottom line.

In order to utilize funds for incumbent worker training, results of the review should reveal that layoffs would be imminent without intervention, and the roadmap for improvement must confirm a need for employee training and identify the specific training needs.

On-the-Job Training (OJT) Reimbursement for Small Businesses

Another long-held waiver that provides added flexibility for small businesses and OJT participants is the OJT reimbursement waiver. Small to medium-size businesses are allowed the following sliding scale OJT wage reimbursement: up to 90% for employers with 50 or fewer employees and up to 75% for employers with 51-250 employees. For businesses with more than 250 employees, a 50% reimbursement rate applies.

Expanding Business Engagement

South Carolina has been awarded a two year grant from the Department of Labor to participate in the Expanding Business Engagement (EBE) Technical Assistance Initiative. This grant will support strategic planning and implementation of enhanced business engagement activities within our state. DEW will be focusing on improving workforce program performance and

service delivery to businesses. A State Team consisting of various state agency leaders will participate in EBE Training Institutes, technical assistance activities, information sharing and mentorship to non-participating states. The State Team will consist of

- SCDEW Management Representative
- SCDEW Business Services Department Representative
- Local Business Services Lead
- Local Workforce Investment Area Administrator
- State Veterans Representative
- SC Department of Commerce Representative
- SC Technical College System Representative
- Employer Representative (SWIB)
- Chamber of Commerce Representative

Partnership and Collaboration

Having effective partnerships in place are vital to any goals or outcomes being realized. The best partnerships facilitate cross-program integration, leveraging of resources, and policy alignment. Without partnership and collaboration, implementation of programs would be difficult and workforce services would be inaccessible or unavailable.

The South Carolina Department of Employment and Workforce has made concerted efforts to enhance and promote effective partnerships in the state. The Interagency Liaison Department has been established within SCDEW to accomplish this goal. Thus far, a memorandum of agreement has been entered into with the SC Department of Social Services to most effectively serve work-eligible public assistance recipients with regard to their employment needs. DSS leverages support of the partnership by providing funding for staff at DEW to assist with project coordination. SCDEW also has another MOA in progress with the SC Department of Probation, Pardon, and Parole.

Recently, SCDEW started hosting monthly Business and Industry Roundtables to establish and enhance its relationship with the business community and gather real-time feedback about services and needs. Attendees have included business and trade organizations such as the SC Chamber of Commerce, SC Bankers Association, and the SC Economic Development Association. Additional roundtables are being planned monthly around the state.

Redevelopment of a statewide one-stop memorandum of understanding is also in the works. The MOU will facilitate the provision of key one-stop services at every SC Works Center, address co-location of key partner agencies, and partner staff participation and sharing of duties in one-stop center functions such as reception and resource room assistance. State-level partnership meetings will also be held to eliminate confusion and promote collaboration. This will also provide an opportunity to discuss ways to leverage resources, identify areas of improvement, and develop policies that support coordination and avoid duplication of workforce programs and activities.

The State Workforce Investment Board will also expand its partnership and collaboration efforts with workforce system partners through its respective committee and through the SC Work

Ready Communities initiative. In the near future, the Board and its partners will work together to develop a comprehensive strategic plan, crossing agencies and programs, to determine how best to align workforce related services and resources.

D. DESIRED OUTCOMES

The Integrated Workforce Plan must describe and provide specific quantitative targets for the desired outcomes and results for the programs included in the plan. Table 1 may be used for WIA/W-P programs. The plan should also describe any additional established indicators and system measures, beyond those required by programs' authorizing statutes. (WIA Sections 112(b)(3), 136(b)(1)(A)(ii), (b)(2)(C), 20 CFR 666.110, 666.120(g), 666.300.)

In addition to the state's program performance goals, the state may also discuss the other goals it intends to achieve. Does the state examine broader economic and social indicators? For example, is the state attempting to increase the percentage of workers employed in family wage jobs; increase earnings to support a better quality of life; increase the number of employers with job opportunities; or increase high school and college graduation rates as metrics? In sum, the state should describe its desired results for the state workforce investment system and the metrics it is using to measure those results.

South Carolina WorkReady Communities

South Carolina is one of four states that applied for and has been chosen to be a pilot state in the national non-profit, ACT Certified WorkReady Communities (CWRC) Academy. Certified Work Ready Communities' creates a framework for community-based workforce development to drive economic growth.

South Carolina has formed a State Leadership Team, comprised of members from multiple agencies and associations, to participate in the ACT CWRC Academy which leads teams through successful start-up and deployment of a statewide Certified Work Ready Communities initiative. Participating states receive:

- A train-the-trainer approach on how to implement Certified Work Ready Communities
- Outreach tools to help promote the National Career Readiness Certificate and the CWRC initiative among key audiences – individuals, business, and economic developers
- Guidance setting individual county goals for NCRCs earned (by specific target groups based on population and labor force data), high school graduation targets, and business engagement
- Monthly data reports to track progress against goals

SC WorkReady Communities Expected Outcomes:

- 10% of SC counties will be certified by June 30, 2014
- Businesses use of the NCRC system, including job profiling and/or recognizing or requesting WorkKeys, will increase by 25% by June 30, 2014
- NCRCs will increase by 10% by June 30, 2014

- NCRCs will be obtained by additional population groups than in previous years to include: high school juniors and seniors, college students, unemployment insurance claimants, and currently employed

Expanding Business Engagement (EBE) Initiative

South Carolina was awarded a two-year grant from the U.S. Department of Labor to participate in the Expanding Business Engagement – Technical Assistance Initiative. This grant will support strategic planning and implementation of enhanced business engagement activities within our state. States participating in the Initiative will focus on improving workforce program performance and SC Works Center service delivery to businesses. The EBE Initiative will be implemented over a period of twenty-four months in two phases and will include two, 3-day EBE Training Institutes, pre and post institute technical assistance activities, information sharing and mentorship to non-participating states.

South Carolina's EBE Initiative Goals:

- Increase the number of employers accessing services for the first time through the One-Stop Career Center delivery system to 45% in CY 2012 and 60% in CY 2013.
- Increase the number of repeat small business employer customers accessing One-Stop Career Center services by 25% in PY 2012 and 25% in PY 2013.
- Increase the percentage of individuals enrolled in training activities who enter training related employment, particularly OJT, Incumbent Worker Training, Customized Training, and Registered Apprenticeships, to 6% in PY 2012 and 10% in PY 2013.
- Increase the satisfaction rating by employers using One-Stop Career Center services to Meets in local workforce investment areas that are currently Below Meets with at least four areas exceeding expectations by PY 2013.

SC Chamber of Commerce: 2012 Competitiveness Agenda

The South Carolina Chamber of Commerce has developed a 2012 Competitiveness Agenda which represents the business community's priorities. The Chamber's top focus areas are comprehensive tax reform, economic development, environment and energy, government restructuring, infrastructure, and workforce development. The objective for workforce development is: *To develop a highly skilled, well-educated population, which will increase job opportunities and security for citizens with dynamic companies doing business in South Carolina.* The private and public sectors must work together to ensure workforce needs are addressed and strategies successfully implemented. To this end, the Chamber of Commerce's Excellence in Education Council has developed 10 overarching Education Goals it believes should be met or exceeded by 2020.

SC Chamber of Commerce 2020 Educational Goals:

1. 99% of all high school students will have electronic Individual Graduation Plans (eIGP).
2. 85% of all South Carolina high school students will graduate on-time as measured by the US Dept of Education's Uniform Graduation Rate formula.
3. 80% of South Carolina four-year-old, at-risk youth (free and reduced lunch) will complete 4-K.
4. South Carolina will be in the top five states in average 4th and 8th grade student NAEP score improvement.

5. 50% reduction of the student achievement gap on PASS testing from 2009 results.
6. All high school seniors will have a WorkKeys (including soft skills) certificate.
7. 15,000 GEDs (including WorkKeys certification) will be awarded annually.
8. South Carolina will have 10 times (2000) more businesses offering registered apprenticeships versus the 2009 baseline.
9. South Carolina will exceed the national average for adults holding two or four year degrees.
10. South Carolina will have a clear, coherent standardized pathway for adults to further their education.

State WIA/W-P Performance Indicators and Goals

State WIA/W-P Performance Indicators and Goals			
WIA Requirement at Section 136(b)	Program Year 2011 Actual Performance (Preliminary Report)	Program Year 2011 Performance Goals	Proposed Program Year 2012 Performance Goals
Adults			
Entered Employment Rate	65.3%	60.0%	64.0%
Employment Retention Rate	85.2%	82.0%	84.0%
Average Six Month Earnings	\$10,485	\$9,613	\$10,400
Dislocated Workers			
Entered Employment Rate	72.2%	64.0%	70.0%
Employment Retention Rate	91.2%	87.8%	90.0%
Average Six Month Earnings	\$14,985	\$12,400	\$14,300
Youth (Common Measures)			
Placement in Employment or Education	64.8%	61.0%	63.0%
Attainment of Degree or Certificate	66.3%	55.0%	58.0%
Literacy or Numeracy Gains	51.6%	45.0%	49.0%
Wagner-Peyser Requirement at Section 13(a)			
Entered Employment Rate	49.4%	60.0%	61.2%
Employment Retention Rate	79.8%	82.3%	83.9%
Average Six Month Earnings	\$11,400	\$11,000	\$11,220

SECTION II. State Operational Plan

A. OVERVIEW OF THE WORKFORCE SYSTEM

The State Operational Plan must present an overview of the workforce system in the state.

- 1. Organization – The overview must describe organization and delivery systems at the state and local levels for the programs covered in the plan, particularly how this organization effectively supports the coordination and alignment of the state’s workforce programs and supports integrated service delivery. The overview must include a description of the key state administrative personnel of the programs described in Section I of the Integrated Workforce Plan, and the organizational structure and membership roster of SWIB members and their organizational affiliation.**

The South Carolina Department of Employment and Workforce (DEW) is responsible for securing gainful employment for South Carolina citizens, finding employees for companies, providing unemployment insurance (UI) benefits, collecting unemployment taxes, and compiling and disseminating state/federal employment statistics. While these functions have not changed significantly over the past decade, customer needs and service delivery methods have. As the lead workforce development and labor exchange entity in the state, the Agency continually adapts to new technology and the demands of the global economy. DEW’s main goal is to match job seekers with employers in the most efficient and effective manner possible. In pursuit of this goal, the agency offers a variety of services to assist both corporate and private citizens.

DEW is also the state administrative entity for the federal Workforce Investment Act (WIA). In this role, the agency works with the State Workforce Investment Board (SWIB), as well as the 12 Local Workforce Investment Boards (LWIBs) and partners in carrying out services and training to meet the needs of both job seekers and businesses. A State Board Initiatives Unit of DEW provides direct support to the SWIB, coordinating meeting logistics, presenters and presentations, researching and compiling reports and other information necessary to assist the Board with decision making as well as implementing and/or managing initiatives of the SWIB. SCDEW staff are also assigned to each SWIB Committee to provide guidance and information as it relates to their area of expertise.

The State Workforce Investment Board (SWIB) assists and provides advice to Governor Nikki Haley on workforce development issues, particularly those pertaining to the implementation of the Workforce Investment Act. The SWIB is charged with assisting the Governor to create a competitive workforce advantage and ensure a high quality and effective workforce system exists that will improve the lives of all South Carolinians. The LWIBs work directly with businesses, local agencies and other partners to deliver services and programs. Local boards provide oversight of WIA in their defined local workforce investment areas (LWIAs) and oversee local SC Works Centers which include a variety of workforce partners and programs.

As depicted in Attachment B, both cabinet level and non-cabinet agencies are involved in the workforce investment system. The South Carolina Department of Employment and Workforce

(DEW), the state's labor exchange and WIA administrative entity, operates as a cabinet agency under the Office of the Governor and interrelates with other cabinet agencies such as the SC Department of Commerce (DOC), the SC Department of Social Services (DSS) and the Department of Juvenile Justice (DJJ). DOC is the State's lead economic development agency. DSS administers Temporary Assistance for Needy Families (TANF) and the Supplemental Nutrition Assistance Program (SNAP) programs. DJJ is responsible for providing rehabilitation and custodial care for juveniles who are on probation, incarcerated or on parole for a criminal or status offense. DEW also serves as the administrative agency for the State Workforce Investment Board (SWIB). The Executive Director of DEW has been appointed to the SWIB as the Governor's representative. The Executive Director of DSS is also an appointed member of the SWIB.

Non-cabinet agencies involved in the workforce investment system include the State Department of Education (DOE), Vocational Rehabilitation (Voc Rehab), and the State Board for Technical and Comprehensive Education (SC Tech System). DOE, which is headed by an elected State Superintendent of Education, administers the K-12 system including Carl Perkins funding for the secondary schools and Adult Education. Voc Rehab, which administers the Rehabilitation Act programs designed to prepare disabled persons to achieve and maintain competitive employment, is led by a board appointed by the Governor. The State Board for Technical and Comprehensive Education is appointed by the Governor and operates the SC Technical College System, while the Director of the agency is a hired position.

An example of agency interrelation is the partnership between DEW and the SC Department of Social Services (DSS) to ultimately improve the employability and overall quality of life for participants in the Supplemental Nutrition Assistance Program (SNAP). DEW Executive Director, Abraham J. Turner, and the DSS Executive Director, Lillian Koller, signed a Memorandum of Agreement to deliver activities designed to assist SNAP recipients in getting jobs. This partnership between DEW and DSS will help work-eligible South Carolinians on public assistance find employment. The benefits of the collaboration include strengthening the state's workforce and reducing unemployment.

DEW has also entered into an MOA with the SC Department of Probation, Parole, and Pardon Services (SCDPPPS). SCDPPPS is charged with the community supervision of offenders placed on probation by the court and paroled by the State Board of Pardons and Paroles, as well as those on Youthful Offender Release from the South Carolina Department of Corrections. The purpose of the MOA is to assist offenders in obtaining and retaining suitable employment, increase public safety through employment interventions with offenders, enhance offenders' ability or vocational skills to retain employment, and assist offenders in becoming contributing members of society.

State Workforce Investment Board

In 2011, Governor Haley reconstituted the SWIB in accordance with the membership structure prescribed in the Workforce Investment Act of 1998. Prior to this restructuring, the SWIB operated as a grandfathered Job Training and Partnership Act (JTPA) board pursuant to the "alternative entity" provision of the Act. The new Board now has majority business

representation that will have a concentrated focus on employer and job seeker needs and support innovative job creation.

SWIB members are appointed by the Governor and serve at the pleasure of the Governor. The chairman of the State Board is a business representative selected by the Governor (See Attachment C for SWIB Roster).

The State Workforce Investment Board is comprised of 31 members:

- Governor's Designee (Executive Director of DEW)
- 2 SC State Senate members
- 2 SC State House members
- 16 business representatives
- 2 chief elected officials of cities
- 2 labor organization representatives
- 2 representatives with youth related experience
- 2 representatives with workforce activities experience
- 2 lead state agency officials

The State Board's membership represents majority representation by businesses. With more business representation, there is a renewed focus on reemployment rather than unemployment. In addition, these members provide greater input on the challenges facing businesses, training needed to get job seekers back to work, and ideas to spur innovative job creation and economic growth. Other members on the Board can provide guidance on how best to implement training and workforce activities based on their experiences and the individuals they serve. Legislators on SWIB offer an opportunity to strengthen and develop legislation that encourages reemployment and workforce and economic development. All the members together, and the various categories they represent, give voice and movement to an improved workforce system that will benefit employers, job seekers, and our state.

The SWIB typically meets at least four times a year (quarterly) or more as needed. The full Board carries out the mandated functions required in section 111(d) of WIA and 20 CFR 661.205. The Board reviews, comments, and makes recommendations to the Governor and the WIA administrative entity in developing and continuously improving the statewide workforce system. The Board considers input about the workforce system from local workforce investment boards and areas, partners, and the public when developing the DOL required State Plan and its five-year strategic plan. The Board relies on SCDEW to provide guidance and assistance in coordinating such efforts.

Other duties and functions of the Board are carried out through its committee structure. SWIB Committees are typically structured around focus areas/priorities identified by the SWIB. The current standing committee structure and purpose include the following:

- Executive Committee - Provide guidance and course of action for the State Board and standing committees.

- Policy Advocacy - Be the visionary and unified voice for workforce development in South Carolina.
 - SC Works Management - Build a consistent statewide delivery system that effectively meets the needs of employers in order to serve the people.
 - Collaboration and Partnership - Increase collaboration and partnership with economic development allies, the education community, and business.
- 2. State Board – The State Operational Plan must describe how the SWIB effectively coordinates and aligns the resources and policies of all the programs included in the plan, and specifically, must include the following items related to the SWIB:**
- **How the board collaborated in the development of the plan, and how it will collaborate in carrying out the functions described in WIA Section 111(d). (WIA Sections 111(a), (b), (d), 112(b)(1); 20 CFR 661.205.)**
 - **How the SWIB member who represents Vocational Rehabilitation (VR) will effectively represent the interests, needs, and priorities of the VR program and how the employment needs of individuals with disabilities in the state will be addressed. (Only applicable to states which: (1) do not have the state VR agency director on its SWIB; or (2) in cases where the state uses an alternative entity as its SWIB, that entity does not provide for representative membership by individuals in these categories as required by WIA sec. 111(b), (WIA Sections 111(b)(1), 111 (e), 112(b)(8)(A)(iii), W-P Section 8(b), Rehabilitation Act Section 101(a)(2)(B), 20 CFR 661.200(i)(3), 661.205(b)(1), 661.210(c).)**

The State Workforce Investment Board is established according to the membership requirements outlined under WIA Section 111(b). The Board consists of a cross-section of workforce leaders which helps facilitate effective coordination and alignment of resources and policies of programs such as TANF, SNAP, UI, WIA, veterans services, youth, and other programs. Over the next program year, SCDEW will establish an MOU with major state agencies involved in workforce development to outline ways in which resources and policies can be better coordinated and aligned.

To develop the plan, the State Workforce Investment Board collaborated with an extensive array of stakeholders and partners. Their input was a critical part of developing the State Integrated Workforce Plan. Questionnaires were electronically sent to more than 300 individuals from three different stakeholder groups: LWIB members, LWIA administrators, and workforce partners with approximately one-third responses received. Workforce partners consisted of representatives from economic development, secondary and postsecondary education, community action agencies, state agencies, and other community-based organizations serving various populations (veterans, older Americans, youth, migrant and seasonal farmworkers, et.al.). The SWIB Executive Committee, which is majority business, guided the plan development process and provided input. Businesses, labor and business organizations, and the general public were provided with an opportunity to give feedback on the plan during the public review and comment period. Over the next year, additional business input and service delivery feedback is expected through regional employer sessions as a part of SCDEW's participation in

the Expanding Business Engagement Initiative. The public review and comment period for the Agricultural Outreach Plan was for a 30-day period as required by law. The entire State Plan was available for public review and comment on the SC Department of Employment and Workforce and www.scworks.org websites. The plan was also sent electronically to stakeholders for review.

The Governor's State Workforce Investment Board meets at least four times a year to carry out functions of the Board and conduct necessary business. The SWIB carries out the mandated functions identified in Section 111(d) of the Act either directly or indirectly through assigned SCDEW staff. SWIB Committees are responsible for overseeing specific goals and action items and meet multiple times throughout the year for updates and to ensure progress. Special committees, task forces, and ad hoc committees may also be established to address matters not specifically assigned to a standing committee.

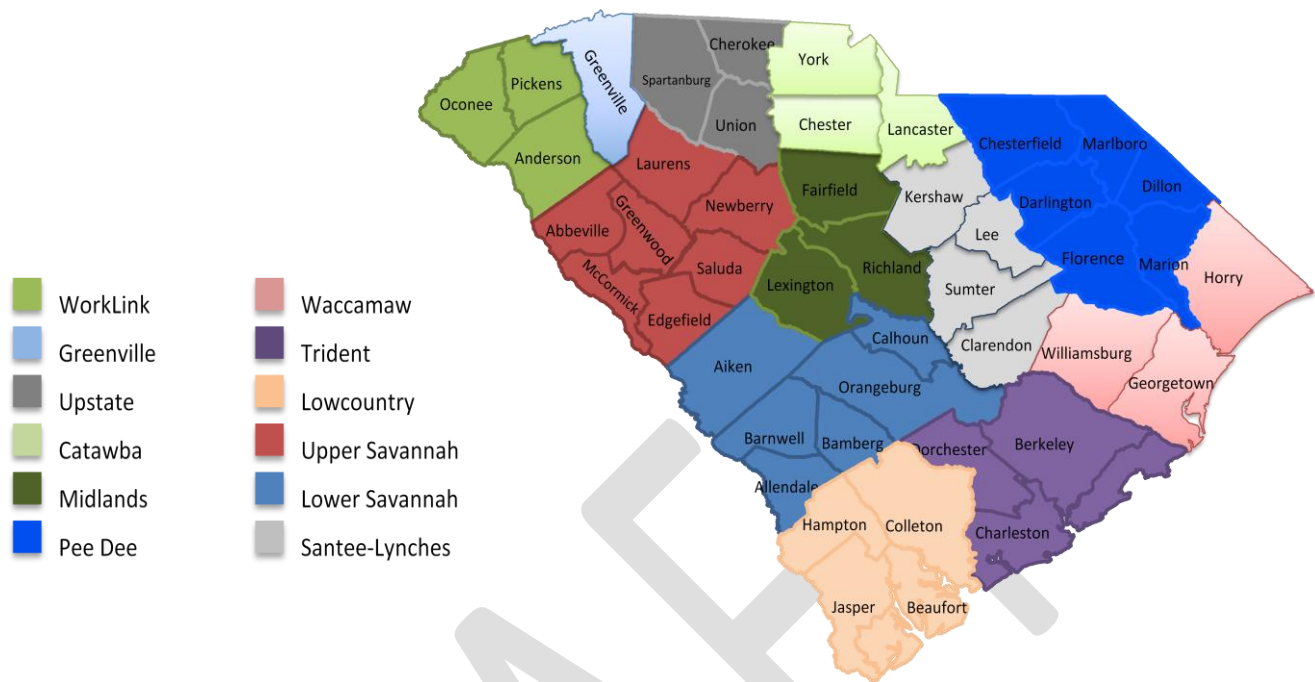
Current SWIB membership does not include a representative of vocational rehabilitation (VR). During program year 2012, the SWIB Chair will work with the Governor to appoint a state vocational rehabilitation representative to the Board to more effectively represent the interests, needs, and priorities of the VR program. The VR representative will help identify ways to address the employment needs of individuals with disabilities in the state.

3. Local Areas – The State Operational Plan must also describe the WIA title I local workforce investment areas in the state, including:

- **An identification of local workforce investment areas designated in the state, and the process used for designating local areas. (WIA Sections 111(d)(4), 112(b)(5), and 116(a), 20 CFR 661.205(d), 661.250-.270.)**
- **The designation of intrastate regions and interstate regions, as defined in 20 CFR 661.290, and their corresponding performance measures. For interstate regions, describe the roles of the respective governors, and state and local workforce investment boards. (WIA Section 116(c).) States may also discuss other types of regional structures here.**

Following implementation of the Workforce Investment Act of 1998, the state designated 12 local workforce investment areas (LWIAs). The number and size of the areas coincided with the service delivery areas designated under the former workforce act, JTPA, with the exception of one county which transferred from the Balance of State to the Midlands Local Workforce Investment Area. Early processes for determining LWIA designation also considered such factors as location of the 16 technical colleges and the service area of the 10 councils of governments in the state. The geographic make-up and areas served for the 12 LWIAs have remained unchanged since inception of WIA. The following map shows the current local workforce investment areas of South Carolina.

South Carolina Local Workforce Investment Areas



South Carolina has not designated any intrastate or interstate regions according to 20 CFR 661.290; however, local workforce investment boards are encouraged to form and/or participate in regional partnerships and have been incentivized for such efforts in the past. In addition, LWIBs have identified high-demand occupations for their areas and are providing training as such based upon regional economies. SC Work Ready Communities is a statewide partnership that the State and local boards are supporting and participating in. Examples of regional structures that LWIBs are independently a part of are provided below:

- **New Carolina** is a non-profit organization that works to increase South Carolina's economic competitiveness and productivity through a cluster development strategy. The cluster concept gives attention to a group of businesses in a certain region that focus on or service the same industry. New Carolina brings leaders of companies within the same industry together to facilitate, define, and implement industry strategies. New Carolina works with 15 state-wide and regional clusters helping companies within the cluster identify workforce needs and marketing strategies. New Carolina supports regional clusters in the Upstate, Midlands, and Lowcountry of South Carolina. The South Carolina Department of Employment and Workforce along with other workforce system partners serve on New Carolina's Education and Workforce Development Task Force.
- **Ten at the Top (TATT)** educates business leaders, elected officials and residents on the value of working together and planning for their future. TATT fosters the spirit of cooperation and collaboration across the ten-county Upstate Region, comprised of Abbeville, Anderson, Cherokee, Greenville, Greenwood, Laurens, Oconee, Pickens, Spartanburg and Union counties. Public, private, and non-profit leaders work together to

encourage quality growth and enhance the economic vitality, natural and cultural resources and quality of life for Upstate residents both today and as the region continues to grow.

- **Charlotte Regional Partnership** is a nonprofit, private/public organization dedicated to the planned growth and prosperity of the Charlotte region. This region includes 16 counties - 12 in North Carolina and 4 in South Carolina (York, Chester, Lancaster, and Chesterfield counties). The Pee Dee Workforce Investment Board which serves Chesterfield County received the 2012 Public-Sector Jerry Award for its significant and ongoing impact on the regional economy. Pee Dee WIB partnered with Centralina Workforce Development Board, Charlotte Works, and the Gaston and Region C Workforce Development Boards. All of the boards help ensure that the regional labor pool has the necessary skills for both current and future business needs in both North and South Carolina.
- **Upstate and Greenville Local Workforce Investment Boards Partnership** was formed by two LWIBs in response to their shared customer base in Greer, SC. Greer is split between two counties - Spartanburg and Greenville. Through the LWIB partnership, operating costs for the Greer SC Works Center are mutually shared. Staff receive training on the policies of both boards to ensure compliance regardless of which county the Greer job seeker or business is located.
- **Georgia-Carolina Partnership** is collaboration among two SC local workforce investment areas (Lower Savannah and Upper Savannah) and two GA local workforce investment areas (Richmond-Burke and East Central). These local areas meet quarterly to communicate and coordinate employment and training efforts, job fairs, etc. and share best practices on how to better serve jobseekers and businesses. As a result of their meetings, both Richmond-Burke and East Central, Georgia replicated the Nuclear Workforce Initiative Youth Academy based on Lower Savannah's success. Also, as a part of the partnership, the Georgia Department of Labor has a staff person in the SC Works Aiken Plus Center one day a week to provide coordination and serve individuals from Georgia.
- **Nuclear Workforce Initiative Academy (NWIA) Project** is a partnership of the Lower Savannah Workforce Development Board, Aiken Technical College, The Paxen Group, and the Savannah River Site Community Reuse Organization. The project, which has been implemented in two Central Savannah River Area locations - Aiken Technical College, SC and Augusta Technical College, GA, is designed to provide young adults with awareness and some experience in the nuclear industry. The Academy offers employability/life skills training related to the nuclear industry, career and work readiness assessments, career development coaching, and industry fundamentals with college credentials. Upon completion of the program, students earn a certification that can lead to an entry level position in the nuclear industry and have a stronger educational foundation preparing them for industry-related academic programs. They achieve a National Career Readiness Certificate and certification in Hazmat and working with dangerous materials.
- **The Brownsfield Project** is a two-year, Environmental Protection Agency funded grant, led by the Community Development & Improvement Corporation (CDIC) in collaboration with the Lower Savannah WIB and Aiken Technical College. In partnership with WIA, 22 students (13 adults and 9 dislocated workers) have been trained

and 15 graduates employed in environmental jobs. All graduates are tracked for one year. The training program consists of four 9-week sessions, 326-hour training cycles. Trainees receive certifications in 40-hours HAZWOPER, OSHA construction, OSHA confined space entry, and forklift operator. They also receive additional coursework in lead and asbestos abatement, mold remediation, environmental technologies, and green technical skills (including green construction techniques and solar panel installation). Primary trainers include CDIC and Aiken Technical College. Students are recruited from among unemployed and underemployed residents through local SC Works Centers with half the tuition costs covered by WIA or other leveraged funding.

- **TechReadySC** is a collaborative group of five Upstate region technical colleges that formed six years ago to address the need for mechatronics technicians in the area. With funding from a private source, the collaborative has also worked together on building manufacturing awareness among youth.
- **Greenville Works** is a partnership of local, state, and federal organizations working together to help new and existing businesses in Greenville, SC meet their workforce and business growth needs. The collaboration, which includes 12 economic development, educational, and workforce development entities, meets quarterly to discuss common needs and discover solutions. Greenville Works manages the Greenville Business Retention and Expansion Program and has organized clusters of employers in several industry areas.
- **National Fund for Workforce Solutions** is an initiative engaging national and local funders, who collaborate to address issues of dual customers: low-wage earners and employers with in-demand jobs. Greenville attracted an NFWS grant in 2011 and has established the Greenville Region Workforce Collaborative of funders (private and public) and is addressing the transportation and manufacturing sectors. The Greenville LWIB and Greenville Technical College are both a part of the collaborative along with several other workforce and economic development partners.
- **Accessible Support Services and Instruction for Sustainable Transition to Work (ASSIST)** is a consortium uniting 10 South Carolina technical colleges, a research university, the Local Workforce Investment Boards (LWIBs), the SC Commission for Minority Affairs, the SC National Guard, SC Adult Education, and 37 businesses to catalyze economic recovery and growth in South Carolina and foster systemic change within the higher education/technical college system. The goal of ASSIST, a DOL funded effort, is to deliver education and career training programs to those who are Trade Adjustment Assistance (TAA) eligible as well as veterans, the unemployed, and underemployed. The training will prepare jobseekers for employment in high-wage, high-skill occupations, particularly in the engineering sector. ASSIST is a customized comprehensive program to prepare and produce the best educated, most competitive workforce in the world. It is an economic development initiative for high technology workers designed to serve targeted populations as well as those who lack confidence, current skills, and are underprepared to be successful in these programs and manufacturing careers.

B. OPERATING SYSTEMS AND POLICIES SUPPORTING THE STATE'S STRATEGIES

The State Operational Plan must describe:

State operating systems that support coordinated implementation of state strategies (e.g., labor market information systems, data systems, communication systems, etc.). (WIA Section 112(b)(8)(A).)

The management information system for WIA, TAA, and Wagner-Peyser is the web-based SC Works Online Services (SCWOS) system developed by Geographic Solutions, Inc. The WIA service delivery and case management components of the system have been deployed in South Carolina since October of 2002 and have been continuously upgraded and enhanced.

The Trade Adjustment Assistance (TAA) module was added in 2008 to track the participants in that program. This portion of the system includes a module which tracks Trade Readjustment Allowance payments (TRA) and is updated daily. Wagner-Peyser, the state job matching system which integrates employer and job seeker data, was implemented in 2010 and has enhanced our ability to track services across programs.

SCWOS also currently has four Unemployment Insurance (UI) interfaces which were implemented as part of the Wagner-Peyser integration into SCWOS. These interfaces help enter automatic registrations of UI claimants into SCWOS if accounts do not exist already. These interfaces also produce files which provide information about UI claimants, including if they are registered for work, if they have reported for mandatory profiling workshops, and what kinds of occupations they are looking for. The State is also requiring one work search through SCWOS every week for all UI claimants.

To further utilize SCWOS to coordinate services, several workforce partners, such as staff of the Vocational Rehabilitation Department, Department of Social Services, and others, have viewing access to SCWOS. SC Works Center staff also have viewing access to partner agency systems such as the Children's Health Insurance Program to assist in participant eligibility and services.

SCWOS desktop and on-site monitoring is conducted at both the state and local levels. During the monitoring process state staff review local area policies and processes for compliance with WIA law and regulations. Performance monitoring coupled with the ability to view and track user service data enhances and improves both the state's and local areas' ability to make effective WIA program policies.

State policies that support the coordinated implementation of the state's strategies. (WIA Section 112(b)(8)(A).)

In relation to SCWOS, the state's WIA, TAA, and Wagner-Peyser data management system, critical resources and procedures have been implemented to assist all program and front line staff with program delivery, such as various reports and regular training and technical guidance in the use and recording of information into SCWOS. There are reporting tools available within the

SCWOS system along with ad-hoc and customized reports developed at the state level. All of these reports provide information to staff to ensure data integrity and to also assist with continuous improvement of the workforce programs. State instruction letters are also released on a regular basis to provide additional guidance and to support coordinated implementation of the state's strategies.

SCDEW has strong relationships and partnerships with workforce partners. Collaborative efforts and communication are necessary to the success of any workforce effort. SCDEW is working to enhance coordination and collaboration within the workforce system through memorandums of agreement and/or understanding which will facilitate implementation of state's strategies and initiatives.

Statewide One-Stop System MOU

SCDEW is in the process of updating a statewide one-stop delivery system Memorandum of Understanding entered into in 2000 with the following partners:

- SC Indian Development Council
- Telamon Corporation
- SC Department of Education
- SC Vocational Rehabilitation Department
- SC Commission for the Blind
- SC Department of Health and Human Services
- Office of the Governor – Division of Administration and Economic Services – Office of Economic Opportunity
- SC Department of Social Services

The purposes of the MOU were to:

- Facilitate the development of a statewide workforce investment system carried out through a locally based one-stop service delivery system;
- Promote the participation of local partner entities in the local one-stop service delivery system;
- Establish among state level partnering entities a cooperative environment and communication mechanism which foster operational collaboration, cooperation and coordination at the local level;
- Encourage participation in a joint planning process for the purpose of coordinating resources available to partnering entities;
- Eliminate existing barriers to coordination in order to improve services to customer groups;
- Promote the implementation of a seamless delivery system that will avoid the fragmentation and duplication of services provided at the local level;

MOA with Partner Agencies

The South Carolina Department of Employment and Workforce is also in the process of working with partner agencies such as the Department of Probation, Pardon, and Parole, Vocational Rehabilitation Department, and the Department of Juvenile Justice to establish collaborative

efforts or memorandums of agreement to support training and employment of their targeted client population.

Local Workforce Investment Board Standards

In Program Year 2011, all 12 LWIBs were evaluated against the SWIB-approved Local Workforce Investment Board Standards. In the former SWIB's strategic plan, it was identified that it is critical for economic and workforce development to work more closely together to improve the economic vitality of the state. In addition, there was, and remains a need, for strengthening the connection between the SWIB and the local workforce investment boards. During Program Year 2012, the SWIB will discuss development of a new set of local board standards to ensure LWIBs are aligning with state and SWIB strategies; however, incentive funding for those meeting all requirements will not be available.

As a part of the previous LWIB Standards process, local boards received two separate ratings, one for WIA Board Certification and another for performance on all seven Standard elements (see below). An LWIB meeting all seven Standard elements was designated as a *High Performing Local Workforce Investment Board* and received incentive funding in PY'11. Six local workforce investment boards were recognized as high-performing.

Prior LWIB Standards consisted of the following seven elements:

- I. Board Establishment
- II. Strategic Planning
- III. Resource Alignment
- IV. Support of a Quality One-Stop System
- V. Support for Youth
- VI. LWIB Program and Funding Oversight
- VII. Fiscal and Performance Accountability.

How the delivery of services to jobseeker customers and employer customers, including Registered Apprenticeship sponsors, will be aligned across programs. (WIA Sections 111(d)(2), 112(b)(8).)

SC Works Certification Standards

In an effort to provide consistent, excellent service to businesses and job seekers in South Carolina, the SWIB has implemented SC Works Certification Standards. SC Works Certification Standards are the foundation for transforming the operation of one-stops and the way workforce services are delivered to job seekers and employers. The Standards provide local workforce investment areas with guidelines in three areas: services to jobseekers, services to employers, and management of one-stops. The Employer Services Standards, in particular, focus on understanding and meeting business needs and implementing the vision that the public workforce system will play a key role in regional economic development.

Research and planning for implementation of the one-stop standards began in 2007, with a report outlining the best practices of eleven states that had previously implemented a certification process. During Program Years 2008 and 2009, system-wide workgroups consisting of all levels

of workforce professionals from frontline staff to agency heads; workforce partners; SWIB members; and members of the business community collaborated to create standards for Job-Seekers, Business Services, and One-Stop Management. The Standards were approved by the SWIB in January 2010 with three phases of implementation: self-assessment, technical assistance, and certification.

The self-assessment tool completed by each SC Works Center is being used to determine the level and types of technical assistance needed in each local area to aid with certification readiness.

Implementation of the Standards and certification process will continue through 2013. At that time, it is expected that all SC Works Centers will meet the required Standards, resulting in a consistent, high level of service for all customers of the South Carolina workforce system.

The Business Services Department at the Department of Employment and Workforce was created to streamline and integrate business services at the state and local workforce levels in order to increase business retention and promote rapid reemployment. Through the integration of WIA and Wagner-Peyser services, in collaboration with economic development allies, the public workforce system can assist businesses throughout the entire economic cycle, from expansion, to down-sizing, to stabilization, to growth.

Business Services Teams

Local business services teams have been established across the state to include a cross-section of workforce partners who provide specialized services to businesses in their areas. The SCDEW Business Services Department facilitates monthly meetings with state and local team members to build and strengthen workforce program linkages and alignment, discuss business services delivery, and share best practices.

SCDEW, in partnership with the Hayes Approach, has trained up to 200 workforce business services staff statewide. Training sessions culminated with the Business and Employer Services Certification Exam and participants who passed the test gained certification approved by the National Association of Workforce Development Professionals.

Registered Apprenticeship Collaboration

Apprenticeship Carolina™, a division of the SC Technical College System, works to ensure all employers in South Carolina have access to the information and technical assistance they need to create demand-driven registered apprenticeship programs. At no cost to the employer, apprenticeship consultants are available to guide companies through the registered apprenticeship development process.

Apprenticeship Carolina was very recently recognized by the US Department of Labor's Office of Apprenticeship for its success. Since 2007, growth in the apprenticeship programs in South Carolina has been exponential – 498% (90 sponsors to 538) increase in the number of registered apprenticeship programs and from 777 to over 3,758 registered apprentices. Apprenticeship Carolina is a 2012 recipient of the Innovator and Trailblazer Award for its unique partnership

model between the Office of Apprenticeship and the state's technical college and workforce development systems to brand apprenticeship.

The State Workforce Investment Board has been a long-time supporter of registered apprenticeship programs in the state. In the past, the Board has allocated more than \$1.7M in State Reserve funding to develop and expand apprenticeship programs. More than 20 different apprenticeship programs have been supported, serving more than 500 apprentices in the fields of health care, computer technology, construction, manufacturing, and others. The SWIB looks to continue working with Apprenticeship Carolina to advance registered apprenticeships in the state with interest in identifying opportunities to develop and promote youth apprenticeship programs.

In PY'10, DEW was awarded a \$25,000 Registered Apprenticeship Action Clinic Grant. The purpose of the grant was to support innovative approaches to leverage Registered Apprenticeship as a key talent development strategy in the workforce system. In recent years, South Carolina has experienced tremendous growth in the number of Registered Apprenticeships and apprentices in the state. Past efforts of a Registered Apprenticeship Task Force resulted in several noteworthy accomplishments such as legislation to establish Apprenticeship Carolina™, state funding of Apprenticeship Carolina™, development of the Registered Apprenticeship Tax Credit, and funding by the SWIB for apprenticeship projects. Grant funds were used to support holding five (5) Regional Registered Apprenticeship Strategic Planning Sessions.

Through the Strategic Planning Sessions, local Business Services Teams and their partners were educated on Registered Apprenticeship. The goals of the sessions included the following:

- Provide information on the benefits of Registered Apprenticeship (RA)
- Provide guidance on how to pair RA with other workforce services
- Develop action steps to promote and increase Registered Apprenticeship in local workforce areas.

Workforce staff also heard from other partners about their programs:

- SC Dew (Business Services and Veterans)
- Technical College (registered apprenticeship and training)
- SC Department of Social Services (Employer Tax Credit for hiring TANF recipients)
- SC Vocational Rehabilitation Department (Skilled Workforce Apprenticeship Training Program)
- SC Commission on Higher Education (Apprenticeship/OJT GI Benefit)

Local Business Service Teams are a primary vehicle to promote the value of an apprenticeship program at the local level. Business Services Toolkits have been developed to assist teams in reaching out to employers. The toolkit includes an overview of and contact information for workforce programs and services such as registered apprenticeship, on-the-job training, the Work Opportunity Tax Credit (WOTC), and rapid response services.

How the state will provide WIA rapid response activities to dislocated workers from funds reserved under Section 133(a)(2), including designating a state rapid response unit. (WIA Sections 112(b)(17)(A)(ii), 133(a)(2), 134(a)(2)(A).)

Rapid Response is centralized and housed under DEW's Business Services, with coordination of services provided by state staff. Services are jointly facilitated with LWIA designated staff and include partners when appropriate. The Business Services Department at SCDEW was created to streamline and integrate business services at the state and local workforce levels in order to increase business retention and promote rapid reemployment. Through the integration of WIA and Wagner-Peyser services, in collaboration with economic development allies, the public workforce system can assist businesses through the entire economic cycle, from expansion, to down-sizing, to stabilization to growth.

Rapid Response services are facilitated across the full spectrum of the business cycle with collaboration with the LWIA business services teams and economic partners. New and expanding services are engaged to understand their recruitment needs, connecting separating worker groups and workforce services as needed. Existing businesses are engaged to provide any immediate or projected needs. Struggling businesses are connected with services and resources that will avert or reduce downsizing and ultimately promote sustainability.

Effective Rapid Response services require a "know before you go" approach. LMI analysis provides projections on industries that are growing and declining. Real-time Rapid Response data will identify trends which indicate unexpected declines in industries not originally identified as at risk. Industries with projected or recent declines are priority for DEW's Business Services, whose mission is business retention and rapid reemployment. Businesses in these industries are targeted in our outreach efforts and ultimately support the SC Works mission of increasing the market penetration and repeat business rates.

Downsizing companies are provided Rapid Response services with a primary emphasis on layoff aversion. Through the brokering of economic and workforce development services, layoffs are averted or reduced when the company is stabilized. For those events that cannot be averted, worker groups are assessed, provided core services, and aligned with recruiting companies.

TAA field staff not only can we provide highly specialized reemployment services to threatened workers before they are separated, averting or reducing the period of unemployment, but TAA resources (OJT and customized training) are also provided to recruiting businesses when they recruit TAA certified workers. TAA services are still delivered with an emphasis on full spectrum of services to TAA impacted job seekers, but ensure program is responsive to the needs of the business community.

Business Services Teams coordinate with economic development and training partners to broker solutions to businesses and impacted worker groups. Additional partnerships include CBOs based upon the unique needs of displaced workers, recently incorporating United Way's 2-1-1, which is a memorable phone number that provides information on assistance for any kind of health or human service need.

Layoff aversion strategies are a two-fold approach. In addition to brokering resources for businesses who have solvency concerns (as identified by projected and real-time data), threatened worker groups are provided intensive reemployment services prior to separation to reduce or eliminate the period of unemployment. When possible, worker groups are connected with recruiting business, utilizing OJT and Apprenticeship programs to remove skill gap concerns. Businesses welcome on-site reemployment services above and beyond traditional Employee Meetings because averting workers' unemployment promotes lower Unemployment Insurance tax rates. At-risk businesses continue to receive aversion services even if layoff is projected, or has occurred but are at-risk of more in the future. Business Services partners with the Department of Commerce's Existing Business Division and the SC Manufacturing Extension Partnership (MEP) to provide the first tier of services where additional partners and resources are brought in as the aversion strategy develops.

Common data-collection and reporting processes used for all programs and activities present in One-Stop Career Centers. (WIA Section 112(b)(8).)

The SC Works Online Services (SCWOS) System integrates the required performance measures and includes the capability to generate on-demand reports. The online system reports, as well as our state developed ad hoc reports, are used to evaluate the efficiency, performance, and effectiveness of the workforce system. Each quarter, the State requests wage records from the Unemployment Insurance Division of the South Carolina Department of Employment and Workforce, and the State is also currently a member of the Federal Employment Data Exchange project (FEDES) and the Wage Record Interchange System (WRIS).

South Carolina utilizes the Federal Data Validation Software to conduct the State's Data Validation process. Data Validation consists of two separate functions: Report Validation and Data Element Validation. Report validation checks the accuracy of the software used to calculate performance reports while the data element validation checks the accuracy of the data used by the software to perform the calculations. Data element validation evaluates the accuracy of the participant data used to generate the WIA Annual Report. The process compares selected information from a sample of exiter records to source documentation. Data element validation is critical to ensure that the performance results of the WIA program are accurate. The benefit of the report validation process is to monitor administrative staff to ensure data quality and in order to analyze performance outcomes and factors that may impact overall performance at the state, as well as at the local area level.

The SCWOS reporting component has a number of reports available at the state, local area, and SC Works Center levels for program management and evaluation purposes. Ad Hoc reports have been developed for program management purposes, as well as to help staff identify data issues within the system so that the data may be corrected in a timely fashion.

State performance accountability system developed for workforce investment activities to be carried out through the statewide workforce investment system. (WIA Sections 111(d)(2), (d)(6)-(8), 112(b)(3), 136; W-P Section 15; 20 CFR 666.205(f)-(h), 661.220(c), and 20 CRF part 666.)

The State's web-based SC Works Online Services (SCWOS) System is used to collect the required WIA, TAA, and WP data elements to track participant outcomes. SCWOS contains a reporting component that creates federally required quarterly reports and the table section of the WIA Annual Reports. The State utilizes the Federal Data Validation Software to conduct the State's Data Validation process. The SCWOS reporting component has a number of reports available by state, local area, and SC Works Center levels for evaluation purposes. The State currently evaluates the nine WIA Common Measures at the state and local levels, the three Wagner-Peyser performance measures, and the six TAA measures utilizing the integrated database through SCWOS and the federal DRVS.

State strategies for using quarterly wage record information to measure the progress on state and local performance measures, including identification of which entities may have access to wage record information. (WIA Section 136(f)(2), 20 CFR 666.150)

On a quarterly basis, the State requests wage records for all new WIA registrants and all WIA exiters from the Unemployment Insurance Division of the South Carolina Department of Employment and Workforce. The State is also a member of the Federal Employment Data Exchange project (FEDES) and the Wage Record Interchange System (WRIS). Wage records are only included for reporting purposes to the US Department of Labor, and the State does not have permission to give wage data to any other entity at this time.

C. SERVICES TO STATE TARGET POPULATIONS

The State Operational Plan must describe how all the programs described in the plan will work together to ensure that customers who need a broad range of services receive them. This is an opportunity for the state to describe how One-Stop Career Center services will address more specific needs of targeted sub-populations identified in the economic analysis. The State Operational Plan must describe how the state will:

- Serve employment, re-employment, and training needs of unemployment compensation claimants; the long-term unemployed; the under-employed; dislocated workers (including trade-impacted dislocated workers and displaced homemakers); low-income individuals (including recipients of public assistance); migrant and seasonal farmworkers; veterans; individuals with limited English proficiency; homeless individuals; ex-offenders; older workers; individuals training for nontraditional employment; and individuals with multiple challenges to employment. (WIA Sections 112(b)(17)(A), (b)(17)(B), (b)(8)(A), 20 CFR 652.207, 663.600-.640, 29 CFR part 37.)

South Carolina has a wide variety of programs and services in place to ensure the needs of various individuals are met. The SC Department of Employment and Workforce, State and Local Workforce Investment Boards, and several partner organizations work together throughout South Carolina to assist all individuals who are in need of core, intensive, training, and/or other employment supporting services. Key partner staff are co-located at SC Works Centers, and if services are unavailable directly through an SC Works Center, customers are referred to partner agencies and community-based organizations. Moreover, LWIBs have continued to expand the number and quality of Access Points to allow easier access to core services for a broader range of individuals.

The *SC Works Certification Standards* specify partner integration to ensure direct access to services, cross-trained staff, and more effective referral systems to better serve all Center customers. Outlined below is information on how South Carolina's workforce system and its SC Works Centers provide employment and training services to specific, targeted populations.

Unemployment compensation claimants, the long-term unemployed, and the under-employed

SCDEW Wagner-Peyser staff collaborate with partners to assist all customers within the SC Works system. SCDEW promotes the use of SC Works Online Services (SCWOS) for a variety of self-services and encourages all customers to take full advantage of these self-service options. Self services include initial filing for unemployment; registering for work; a resume builder; information on training providers; and access to online community organization and assistance programs and services at <https://jobs.scworks.org>. Wagner-Peyser, WIA, and partner staff continue to provide instruction through workshops and individual assistance.

Center staff work closely with local training providers and businesses to identify opportunities that promote reemployment through On-the-Job Training (OJT), apprenticeships, and other training opportunities for customers.

The SC Works Centers use resource center space to provide services and increase awareness of services available through Wagner-Peyser, WIA, and other partners, to include:

- Staff assisted job search and placement assistance
- Development of an Employment Development Plan (EDP)
- Career counseling
- Information on transferrable job skills
- Provision of labor market information
- Information and referral to support systems
- Job search workshops
- Interview skills/résumé preparation and critique
- Job fair opportunities
- Job development
- Training opportunities
- Information on community resources information such as United Way, Food Banks, community action councils, and a variety of other resources
- Referrals to partner programs and services

Underemployed individuals and others utilize the Centers but can also find valuable information and resources for job searches and research education and career opportunities on SC Works Online Services (SCWOS) without ever having to visit a Center. Information specific to targeted populations is provided through flyers, publications, website listings, workshops, and individual case management activities.

South Carolina participates in the Reemployment and Eligibility Assessment (REA) grant program. The Unemployment Insurance-REA program provides claimants with a full array of services available at SC Works Centers and also ensures that claimants comply with all Unemployment Insurance (UI) eligibility requirements. Claimants are selected for this program by the participating SC Works Center and are given intensive, staff-assisted services to facilitate their return to work. To receive these services, the UI claimants are required to report in-person to the SC Works Center and participate in an interview process that includes assessing reemployment services needs, receiving labor market information, developing a work search plan, and being referred to additional services as needed.

SC Works Center staff coordinate with UI representatives to increase awareness of services available within the SC Works system, with a heavy emphasis on both (REA) and Reemployment Services (RES) programs profiling.

The RES provides more intensive assistance from Wagner-Peyser staff than is available for other customers. Unemployment Insurance claimants identified through the worker profile system are required to participate in reemployment services as a condition for continued eligibility for UI benefits. These selected individuals report to an orientation session during which the program and their responsibility for participation are explained. Claimants assessed as “job ready” and for whom there are available job opportunities are immediately referred to employers for potential interviews. Individuals who are assessed as needing education or training in order to obtain gainful employment are referred to WIA services as well as other partner services. Other services received by RES clients include résumé preparation assistance, job search assistance, and career guidance.

The RES profiling model is run daily for UI claimants who have filed for initial benefits that day. UI claimants are given a numerical rating based on the model. The coefficients for the model are updated annually based on data received from USDOL. The formula identifies factors such as type of prior employment, educational level, and the potential for benefit exhaustion. Program staff select claimants who have been identified as having a 40% or more chance of exhausting benefits to be called in for reemployment services. The UI Claimants selected are required to participate in reemployment services group orientations. Failure to participate without cause will result in the generation of an issue in the benefit system. The issue must be adjudicated to determine continued eligibility for UI benefits.

Dislocated workers (including trade-impacted dislocated workers and displaced homemakers)

The Business Services Department is responsible for providing “Rapid Response” assistance to employers and employees impacted by any permanent layoff or closure action affecting 50 or more workers. Rapid Response facilitates access to South Carolina’s public workforce system and services designed to assist workers in finding new employment. Partners of Rapid Response include:

- Wagner-Peyser Employment Services
- Unemployment Insurance
- Workforce Investment Act Programs/LWIBs
- Trade Act Program

Dislocated workers are informed of and provided access to services through Rapid Response prior to layoff. The opportunity for on-site briefings with affected workers allows individuals to make the most informed decisions concerning their future.

Every effort is made to coordinate the facilitation of services as soon as possible after a layoff notification. Whenever possible, partner services are made available on-site at a business to begin getting the affected workers the services needed for reemployment. Increased collaboration between UI and WIA staffs has helped facilitate better processes to identify and engage dislocated workers as quickly as possible.

The TAA program has entered into a partnership with Adult Education throughout the state to provide additional remedial/upgrade for applicable Trade impacted workers. In addition, South Carolina is utilizing the On-the-Job Training National Emergency Grant funds to assist long-term unemployed dislocated workers get back into the workforce.

Low-income individuals (including recipients of public assistance) and individuals with multiple challenges to employment

SCDEW has entered into a Memorandum of Agreement with SC Department of Social Services (DSS) in an effort to reduce the number of citizens receiving public assistance from the Supplemental Nutrition Program (SNAP) that are classified as Able-Bodied Adults without Dependents (ABAWDs). This partnership is designed to provide the recipients of public assistance with specific employment services. DSS has placed 12 Employment and Training Coordinators in 12 SC Works Centers dedicated solely to assisting SNAP ABAWDs. The goal of SCDEW and DSS is to expand this program to more offices throughout the state of South Carolina. The Employment and Training Coordinators work alongside DEW and SC Works Center partners to assist SNAP ABAWDs in finding employment.

The Employment and Training Coordinators:

- Receive and track referrals of SNAP ABAWDs from local DSS offices to ensure compliance.

- Assist/coordinate in the assessment, Employability Plan development, and component placement activities for SNAP ABAWDS at SC Works Centers.
- Initiate the “Good Cause” determination process which identifies SNAP recipients who are unable to participate in SNAP Employment and Training because of personal circumstances or crisis situations. Staff will refer non-compliant individuals to the DSS SNAP Employment & Training Unit to initiate applicable sanction procedures.
- Track and compile customer activity and report of monthly participation hours, and enter customer participation data into the *DSS Employment & Training Tracking Database* timely and accurately.
- Coordinate job search and placement assistance to customers with SC Works Center Staff.
- Coordinate with other SC Works Center staff to provide SNAP ABAWDs with maximum access to employment resources, including WIA services.

SCDEW is committed to help eliminate barriers to employment for its customers. We will continue to work with partners toward this endeavor. Our partnership with Adult Education throughout the state has proven to be effective in serving individuals that lack a high school diploma or GED. Adult Education provides GED preparation classes. Successful completion of the classes increases the likelihood that participants will successfully pass the GED test. This certification increases the graduates’ value in a competitive job market. Moreover, it is Adult Education’s goal to ensure that, in the end, students are equipped with not only a high school diploma/GED but also with a National Career Readiness Certification which serves as proof that they are work ready.

Additionally, SCDEW will continue to explore additional partnerships with SC Department of Probation Pardon and Parole, Centers for Fatherhood and Families, and Family Financial Literacy.

Migrant and Seasonal Farm Workers (MSFWs)

SCDEW conducts outreach services to MSFWs to ensure that they are aware of the full range of employment services available. There are partnerships involving Telamon Corporation, South Carolina Legal Services, South Carolina Department of Education Migrant Education Program, migrant health clinics, and faith-based migrant community organizations and associations. SCDEW and Telamon will establish a memorandum of understanding (MOU) that will enhance the partnership, identify resource sharing opportunities, and find better ways to leverage federal resources. SC Works Centers provide services to MSFW populations where needed, and have bi-lingual staff on hand to assist with employment needs.

Veterans

SCDEW is dedicated to providing exemplary services to the veterans of South Carolina by ensuring veterans are given priority of service in the SC Works Centers in accordance with Public Law 107-288, Title 38, United States Code (38 USC), Chapters 41 and 42; all Special

Grant Provisions, Veteran Program Letters and DOL/VETS directives. The Veterans' Services Director ensures that each office is staffed with a Local Veteran Employment Services Representative (LVER) and/or Disabled Veterans Outreach Person (DVOP) as appropriate based on the veteran population for the area of the state. There are 26 LVERs and 23 DVOPs located in the SC Works Centers. The director monitors the performance measures using the ETA 9002 and VETS 200 reports. All veteran staff is required to be trained at the National Veteran Training Institute (NVTI). The training is tailored to the LVER/DVOP roles to ensure the best service is received by the veteran customer. The roles and responsibilities of the LVER and DVOP are as follows:

- **LVER** – promotes job ready veterans to employers. This is done through using local labor market information and internal reports, utilizing their relationships with local economic development and chamber allies and targeting new and expanding businesses. The LVER also targets employers that meet the veteran's job qualifications or training to conduct job development activities or to promote programs such as Work Opportunity Training Credit (WOTC) or On the Job Training (OJT). LVERs are also responsible for conducting the Transition Assistance Program (TAP) at six military sites throughout the state to advise and prepare service members for their separation from the military.
- **DVOP** – provides intensive services and conducts outreach to special disabled veterans, disabled veterans, and other eligible veterans. The DVOP works and coordinates with other partners with the primary objective of assisting the needs of these veterans who have employability barriers and require intensive services in order to obtain and retain employment.

All LVER and DVOP staff recently completed training entitled "Back to Basics". Training sessions consisted of:

- Case Management
- Marketing Veterans to Employers
- Military Resume Evaluation and Critique
- Interviewing Skills

The purpose of this training was to ensure that all staff has the tools needed to serve the veterans of South Carolina. Additional training is scheduled to continue building on the knowledge gained from the "Back to Basics" course. State staff is also actively pursuing additional course dates from NVTI for veteran staff.

A Veterans Assistance Desk Aide to assist this population is given to Center staff to help in the absence of a DVOP or LVER. This desk aide serves as an immediate source of important veteran information for employment services representatives. Outreach efforts include visits to the VA Outpatient Clinic, VA Vocational Rehabilitation, The Vet Center, Disabled American Veterans, Veterans of Foreign War, American Legion, and local homeless shelters.

Case Management is also provided for targeted veterans in need of intensive services. Aside from case managed veterans, any veteran that enters the center is afforded the opportunity to receive intensive services. Gold Card and Veterans Retraining Apprenticeship Program participants are identified and walked through the application process for the programs for which

they qualify. A letter and brochure were sent to all veterans that qualified for those programs. All eligible veterans were identified and notified of available services by email and telephone.

Individuals with limited English proficiency

It is the goal of SCDEW to ensure that persons of limited English-speaking ability have access to its programs and activities on a basis equal to that of those who are proficient in English. Linkages established with community and advocacy organizations, such as the S.C. Hispanic Leadership Council, increase outreach. Participating in Commission for Minority Affairs events, migrant and seasonal farm worker task force groups, etc., also increase awareness of services available.

DEW has an LEP Plan of Action to ensure customers with limited English-speaking ability have an equal access to programs and services. Multi-lingual flashcards are maintained at the front desks of SC Works Centers to readily identify interpretation needs. Where bi-lingual staff are not available, translation services are made available in person, by phone or through video-conferencing.

Each local area has created written guides to services in both English and Spanish and are prepared to provide interpretation services in other languages, such as Korean, German, Eastern European language groups and other far less common dialects. Job seekers are referred to WIA for services to include ESL classes and occupational skills training.

Homeless individuals

SCDEW recognizes that homeless individuals have additional challenges to employment when their basic human needs are not met. In an effort to help our customers address these issues, SCDEW partners with:

- Crisis Ministries
- Goodwill Industries
- Alston Wilkes Society
- VA Medical Center
- Transitions Homeless Shelter

Through these relationships, shelter is provided to homeless individuals, thus, eliminating one of the barriers they face to employment. Our partnerships allow us to concentrate on addressing unique individual needs. As with each member of our targeted populations, an assessment is made and a plan is developed for the individual. The plan may require training and other supportive services in order for the customer to obtain employment. The collaborative efforts also allow our partner agencies to continue to work with the immediate needs of the customer. This holistic approach allows us to assist the customer with obtaining employment once it is determined that he/she is job ready. Partner agencies are located in the SC Works Centers at least one day per week.

In our efforts to insure employment services are accessible, local staffs continue to work with partner agencies to create access points at homeless shelters and other community based organizations where the homeless populations may be reached.

Ex-offenders

SC Works Centers statewide offer services to assist ex-offenders. The Federal Bonding program is available to assist with meeting employment goals. Workshops are offered that focus on record expungement and overcoming barriers to employment. Partnerships between the SC Works Centers include:

- Probation, Pardon, and Parole
- Solicitor's Office
- SC Legal Services
- Technical Colleges

The Federal Bureau of Prisons also provided specialized training to better assist ex-offenders.

In recent years there have been several successful outreach programs to target ex-offenders in South Carolina. SCDEW and LWIBs continue to seek and explore grant and partnership opportunities to better serve this population. As the economic and employment strength of the state increases, more efforts will be targeted towards this population.

State staff is working diligently to get our SCWOS job database system in full compliance with the recent TEGL31-11 *Update on Complying with Nondiscrimination Provisions: Criminal Record Restrictions and Disparate Impact Based on Race and National Origin*, providing guidelines on allowable language in job orders regarding ex-offenders. Staff is determining ways to ensure that the job orders posted and spidered into our database meet the requirements. Business services staff, as well as businesses, will be educated on how to write job orders that do not include language that will negatively impact ex-offenders and subsequently have a potentially racial disparate impact.

Older workers

Partnerships with AARP, Goodwill Industries, and Experience Works ensure that there is dedicated staff to address the needs of this targeted population. These partners are located in SC Works Centers across the state. An assessment is completed on each individual before program enrollment. Work experience opportunities are provided to help older workers earn wages as they ease back into the workforce. When an individual is enrolled, a training plan is developed based on skill needs. Older workers are also referred to WIA services as applicable.

SC Works staff will continue to nurture the relationships with employers to determine their employee needs. That information will be used to develop future training plans and employer matching for older workers.

At the state level, more attention will be given to partnering with the Lieutenant Governor's Office on Aging (LGOA) to identify and collaboratively address specific employment and training needs of those 55 and older. Enhancing this partnership and working more closely with the LGOA's sub-grantees will be critical to better serving older workers. The State Plan for the Senior Community Service Employment Program (SCSEP) is included in this Integrated Workforce Plan and provides additional details about services to older Americans.

Individuals training for nontraditional employment

SC Works Centers provide counseling and training sessions that cater to the individual. In-demand, high-growth jobs and training programs are available to all interested and qualified individuals. SC Works Centers provide Labor Market Information, job search and resume assistance using SC Works Online Services (SCWOS).

Serve the employment and training needs of individuals with disabilities. The discussion must include the state's long-term strategy to improve services to and employment outcomes of individuals with disabilities, including plans for the promotion and development of employment opportunities, job counseling, and placement for individuals with disabilities. (W-P Section 8(b); WIA Section 112(b)(17)(A)(iv), 20 CFR 663.230, 663.640, 667.275(a).)

South Carolina continues to improve services to individuals with disabilities. New and existing partnerships with organizations with a focus on assisting people with disabilities continue to expand the knowledge of staff and the scope of services provided in the SC Works Centers. In addition, the state's Vocational Rehabilitation Department (VRD) works collaboratively on a state and local level with SC Works Centers and other workforce partners to meet the employment and training needs of the disabled. A representative of the Vocational Rehabilitation Department is a part of the State Leadership Team of the South Carolina Work Ready Communities initiative. VRD is a strong proponent of equipping the disabled population with work ready certificates as a means of overcoming actual and perceived barriers.

In partnership with the SC Assistive Technology Program (SCATP), SCDEW volunteered to participate in a review of our website by persons with a variety of disabilities. Afterwards the review panel met with key Management, IT, and Communications staff to suggest improvements and demonstrate challenges they encountered. All of their suggestions have been implemented. In addition, a member of the DEW WIA staff serves on the SCATP Council.

DEW Equal Opportunity (EO) staff introduced local area EO Officers to representatives from Vocational Rehabilitation (VR) as part of an initiative to standardize service delivery to VR clients. Individual contacts were provided and referral processes have been greatly improved. VR has also partnered with SC Works Center Operators to assist with workable solutions for ADA compliance in the Centers.

Customers with disabilities receive the full range of SC Works Center services, including registration, referral to appropriate job openings, supportive services, and core services. In each

SC Works Center, efforts have been made to assure that the buildings and services are physically accessible to individuals with disabilities. Assistive technology is in place in all comprehensive centers. Training on this equipment will be coordinated by state staff as needed to ensure local staff will have the tools necessary to assist customers with their appropriate employment and training activities. State level staff provides on-going technical assistance in service collaboration, training and education opportunities, accessibility problem solving, and information for referrals.

Another strategy that has been implemented in many of our SC Works Centers to strengthen our capacity to serve youth and youth with disabilities has been to provide an orientation on services, SCOIS (SC Occupational Information Systems), and Labor Market Information (LMI) to various school groups. Staff also conducts outreach to schools to conduct workshops on LMI, completing job applications and resume writing.

SC Works Center business services staff establish and maintain relationships with employers. They continue to market various tax incentives available to employers to encourage hiring adults with disabilities.

The SC Department of Employment and Workforce is an approved Employment Network with the Social Security Administration's Ticket to Work Program. Our SC Works centers have designated Wagner-Peyser funded Employment Network (EN) Coordinators who can assign tickets of customers with disabilities who are receiving Social Security Disability benefits and can help facilitate the beneficiaries' return to work through services offered in our SC Works Centers. When a social Security beneficiary expresses an interest in returning to work, the ADA/EN Coordinator will provide career counseling and guidance, job search and placement services, as well as continuing employment supports to help reach his or her vocational goal.

In most of our SC Works Centers, there is a designated ADA/EN Coordinator in place to facilitate the Social Security Administration's Ticket to Work program. Career counseling and guidance is provided to each ticket assignee. The ADA/EN staff also trains other staff on disability issues including recruitment, identification, assessment and resources that are available.

Deliver comprehensive services for eligible youth, particularly youth with significant barriers to employment. (WIA Section 112(b)(18)(A).) The discussion must include how the state coordinates youth activities, including coordination of WIA Youth activities with the services provided by the Job Corps program in the state. Job Corps services include outreach and admissions, center operations, and career placement and transition services. (WIA Sections 112(b)(18)(C), 129.)

South Carolina has partnered and continues to expand collaboration among various entities to deliver comprehensive services for eligible youth. Current partnerships are Jobs for America's Graduates- SC, Vocational Rehabilitation, Job Corps and potential partnerships include Civic Justice Corps.

South Carolina Department of Vocational Rehabilitation receives funds for the High School/High Tech Program. The program is a transition program to motivate and prepare high school students with disabilities for college, jobs and careers. The program activity structure consists of four components: 1) preparatory experiences, 2) work-based experiences, 3) youth development, and 4.) leadership and connecting activities.

Jobs for America's Graduates-South Carolina has provided dropout prevention services to over 5,586 youth since inception. Initially launched as a pilot program at fourteen high schools across the state, JAG-SC has grown and is now operating in 24 high schools and one middle school. The program served over 1,100 youth of which 285 were exiting seniors in 2012. The active school participants maintained a return to school rate of 95% in the fall of 2011. The exiting seniors' group raised their graduation rate from 93% to over 95%. Three local workforce investment boards: Santee Lynches, Greenville County, and Lowcountry provide WIA support for the JAG-SC program in their area schools.

Each local workforce investment area is required to operate a comprehensive youth program which provides all of the required program elements delineated in Section 129(c)(2) of the Act, including:

- preparation for postsecondary educational opportunities;
- strong linkages between academic and occupational learning;
- preparation for unsubsidized employment opportunities;
- effective linkages with intermediaries with strong employer connections;
- alternative secondary school services;
- summer employment opportunities;
- paid and unpaid work experiences;
- occupational skill training;
- leadership development opportunities;
- comprehensive guidance and counseling;
- supportive services; and
- follow-up services.

The state requires Job Corps representation on the Youth Council in local areas served by the state's Bamberg Job Corps Center. Also, Job Corps is a required partner in the local comprehensive SC Works centers and is present either through electronic linkage, printed material, or through a Job Corps representative who is scheduled weekly in the One-Stop center. As part of their orientation, SC Works staff receives training on Job Corps requirements so that they may inform and possibly refer interested youth.

The state requires each local workforce investment board to have an established Youth Council to address the special needs of youth. The Youth Councils are comprised of business leaders and individuals representing K-12 education, career education, social services and other organizations that provide essential services to youth. The Youth Councils work to ensure that a continuum of services exists to meet the employability needs of youth in the area. The Councils assess the needs of local youth, identify the available services and then design a menu of WIA services to be provided. The intended result is an integrated and comprehensive continuum of youth services provided by WIA and its partner agencies.

SCDEW is also looking at establishing a State Youth Council to champion and monitor implementation of an established youth vision. The State Youth Council will focus on youth ages 14-21 who have multiple barriers to success. This youth council would be established under the State Workforce Investment Board and supported by DEW's Employment and Training Division. The State Youth Council will include representation from the following: SC Department of Employment and Workforce, Department of Social Services, Department of Juvenile Justice, local workforce investment areas, business leaders, Health and Human Services, Department of Education, Department of Vocational Rehabilitation, and a parent of a qualifying youth.

The SC Works Centers have partnered with state and educational entities, local community based organizations, charities, and or faith based organizations to provide the below services for youth:

- Tutoring/Remediation
- Supportive Services
- On-The-Job Training (OJT)
- Employability and Workforce Training Skills
- Occupational Skills Training
- Career Awareness events
- Coordination of mental health and drug prevention/treatment activities.

Outreach materials have also be developed to attract youth to Centers where services are provided.

In addition, at the local level, local workforce investment boards have a strong partnership with Regional Education Centers (RECs), which coordinate and facilitate the delivery of information resources and services to students, educators, employers, and the community. There is one REC in each of the 12 local workforce investment areas. To better facilitate and coordinate services to youth, LWIB chairs are a required member of the REC Board, and SC Works Centers are mandated partners.

D. WAGNER-PEYSER AGRICULTURAL OUTREACH

Each state workforce agency shall operate an outreach program in order to locate and to contact migrant and seasonal farmworkers (MSFWs) who are not being reached by the normal intake activities conducted by the local offices. To this end, each state agency must include in its State Operational Plan an annual agricultural outreach plan, setting forth numerical goals, policies, and objectives. Regulations at 20 CFR 653.107 require that the outreach plan include the following elements:

- **Assessment of need**
- **Proposed outreach activities**
- **Services provided to agricultural employers and MSFWs through the One-Stop delivery system**
- **Numerical goals**
- **Data analysis**

Agricultural Outreach Plan Program Year (PY) 2012

A. Assessment of Need

Agriculture has long been an important part of South Carolina's economy. The industry has a tremendous direct and indirect economic impact on the state. In 2010, the value of total agricultural production, crops and livestock combined, totaled \$2.4 billion, ranking South Carolina 35th in the nation. Crop production was \$1.0 billion, and livestock was \$1.4 billion. South Carolina's top 10 commodities are shown below.

South Carolina Top 10 Commodities				
Items	Value of receipts	Percent of total receipts	Percent of U.S. value	Value of U.S. receipts
Broilers	750,426	31.5	3.2	23,696,132
Turkeys	262,050	11.0	6.0	4,371,378
Greenhouse/nursery	248,318	10.4	1.6	15,584,823
Cattle and calves	129,513	5.4	0.3	51,531,014
Corn	128,700	5.4	0.3	44,768,644
Soybeans	121,652	5.1	0.4	33,169,674
Cotton	114,878	4.8	1.8	6,266,559
Peaches	98,130	4.1	16.0	614,908
Chicken eggs	86,243	3.6	1.3	6,472,778
Tobacco	63,360	2.7	5.1	1,246,570

Source: USDA, Economic Research Service. Data as of 07/19/12.

South Carolina remains the largest fresh market peach producer in the United States. It trails California in total peach production, with the bulk of California's crop being processing of peaches. During typical years this industry employs approximately 3,000 individuals in South Carolina, of which about three-fourths are H-2A workers.

Tobacco acreage has decreased some in recent years, but South Carolina still ranks fifth in the nation in tobacco production. Approximately 2,000 plus people work in this industry. About 1,500 individuals worked in the cucumber harvest (pickles) in program year 2011 with cucumber acreage continuing to increase. Tomato acreage remains about the same. Approximately 2,500 acres are farmed and around 1,600 workers are employed.

South Carolina ranks second nationally in the production of collards and other table greens. Approximately 1,000 people work in these crops annually. Watermelon production continues to increase and revenues grew over 40% in program year 2011. The cultivation of cantaloupe and peppers also showed some increases in acreage. In South Carolina, 700-1,000 people work annually in the production of melons, cantaloupes and peppers. The growth in the ‘pickle’ cucumbers industry and some additional tobacco planting will put pressure on the existing local and seasonal farm labor supply. The Pee Dee Region will perhaps have the greatest need for MSFWs in the coming season. Labor demand will remain about the same in the Lowcountry.

In PY 2012, the number of H-2A workers is expected to grow. The peach and strawberry industries continue to increase the size of the H-2A worker program. Other specialty crops, as well as nursery and greenhouse work, have also contributed to the increase. These activities are primarily in the Savannah Ridge and Piedmont areas.

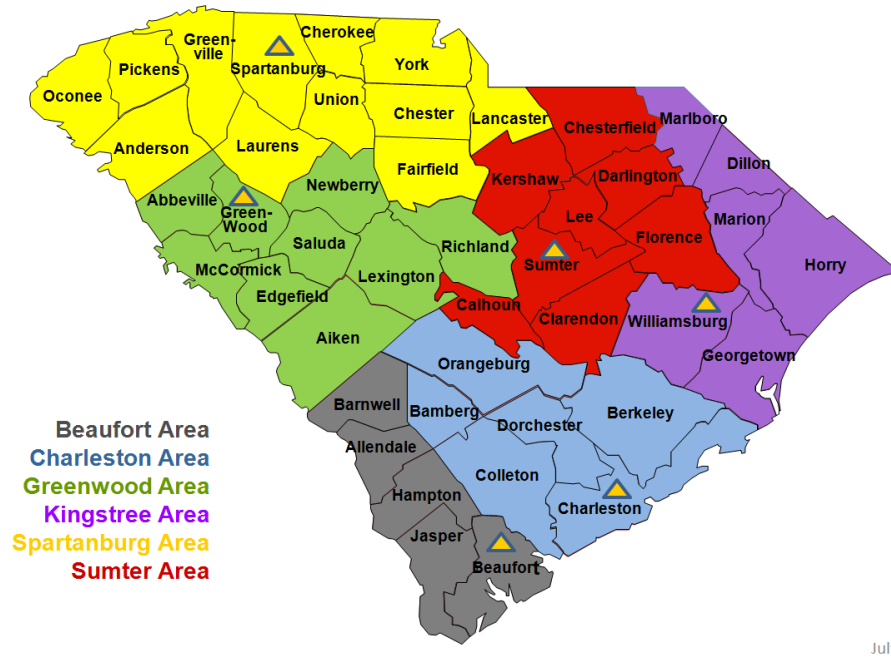
Overall, the projected agricultural workforce need for South Carolina in program year 2012 is approximately 11,000 workers. This is the same number of workers that was needed in program year 2011. It is anticipated that the number of agricultural job openings received by our Agency will drop from the 12,000 to about 9,000. This total includes 3,080 H-2A and approximately 6,000 migrant and seasonal farm workers. The number of domestic MSFWs in South Carolina is difficult to estimate and could be understated as some of these workers cannot be located.

Estimated Number of MSFW and H-2A Workers PY 2012		
Area	Estimated MSFWs	Estimated H-2As
Beaufort	900	675
Charleston	900	135
Greenwood	800	1599
Kingstree	1,200	81
Spartanburg	1,000	392
Sumter	1,200	198
TOTAL	6,000	3080

B. Outreach Activities

The South Carolina Department of Employment and Workforce (SCDEW) will conduct outreach services to the agricultural workers with Agency outreach staff stationed in six designated significant offices. Other public and private community service agencies and migrant and seasonal farm worker groups will also provide outreach services. The six significant offices (Beaufort, Charleston, Greenwood, Kingstree, Spartanburg, and Sumter) are located in SC Works Centers, with the exception of Charleston, and serve as hub offices for MSFW outreach to surrounding areas.

MSFW SC Works Six Significant Offices & Coverage Area



Vigorous outreach activities will be conducted to ensure that migrant and seasonal farmworkers are aware of the full range of employment services. SCDEW outreach workers and the Rural Manpower staff will work together to coordinate outreach activities, thus maximizing program effectiveness and efficiency. Statewide, there will be six, full-time outreach worker positions dedicated to outreach activities. MSFW outreach and staff, as well as Rural Manpower staff, will be primarily supported through Wagner-Peyser funding. The estimated number of MSFWs to be contacted by each outreach worker per area is listed below. Due to the varying concentrations of MSFWs in the different areas, some movement of outreach workers between areas will be necessary.

Estimated MSFW Outreach			
SC Works Center Office	Needed Outreach Staff*	Outreach Staff Days	Estimated MSFWs to be Contacted
Beaufort	0.90	180	900
Charleston	0.90	180	900
Greenwood	0.80	160	800
Kingstree	1.20	240	1,200
Spartanburg	1.00	200	1,000
Sumter	1.20	240	1,200
TOTAL	6.00	1200	6,000
<i>*Movement of outreach workers between areas will be required.</i>			

SCDEW will partner with other agencies across the state of South Carolina that also target the MSFW population, such organizations include the SC Workforce Investment Act (WIA) 167 Grantee - Telamon Corporation, South Carolina Legal Services, South Carolina Department of Education Migrant Education Program, migrant health clinics, and faith-based migrant community organizations and associations. The agency will work closely with Telamon, a major partner, to establish a memorandum of understanding (MOU) that will enhance the partnership, identify resource sharing opportunities, and find better ways to leverage federal resources.

In addition, staff will continue to foster cooperation with other governmental and community-based organizations in providing information and promoting the MSFW program at appropriate meetings and through other avenues. Both the State Monitor Advocate and the Rural Manpower supervisor serve on the USDOL Wage & Hour Farm Labor Coordinating Task Force which provides a forum for farmworker and labor partners and stakeholders to share information. The State Monitor Advocate is also a member of the South Carolina Primary Health Care Association Advisory Council.

SCDEW will comply with CFR 20 653.107, Sub-part B, in delivering services to MSFWs. The roles and responsibilities of the outreach worker are as follows.

- Contact and locate the MSFWs where they work, live or gather
- Observe the work and living conditions
- Explain the services available
- Provide information about the job service complaint system and assist in the preparation of a worker complaint
- Explain basic farmworker rights when the outreach worker refers an MSFW to a job (20 CFR 653 and 658)
- Refer to job openings and assist in the preparation of a work application
- Refer to supportive services, if needed
- Assist in making appointments

The farmworkers will be contacted at their living, gathering or other assembly areas by outreach workers. An explanation of workforce services available to MSFWs, including the availability of referrals to agricultural and nonagricultural employment, training, and supportive services, and other job development services will be provided in a language readily understood by them. MSFW outreach workers are required to be bilingual and provide language appropriate services as needed. MSFWs will also be provided with information about other area organizations available to serve them.

Each outreach worker will maintain a log of daily contacts which will include the number of MSFWs contacted and details of assistance provided. The name of the individual contacted will be recorded in all cases where an application for work is taken, a referral to a job is made, and/or a complaint is filed. Detailed reports relative to the number of MSFWs, their office of registration, and services provided can be retrieved through the reporting module in SC Works Online Services (SCWOS), the data management, service delivery system for WIA, Wagener-Peyser, and Trade Adjustment Assistance. The “Notice to Job Seekers” which lists the services available through the

SC Works Centers and the toll-free farmworker helpline flyers will be distributed to all MSFWs contacted.

Outreach workers will be familiar with working and living conditions of the migrant and seasonal farmworkers. If they observe, have reason to believe, or are in receipt of information regarding a suspected violation of employment related laws or employment service regulations by an employer, the outreach worker shall document the suspected violation and provide the information to the SC Works Center DEW Staff Manager and overseeing Area Director. SC Works Center DEW Staff Manager and Area Director will provide assistance in the preparation of job service and non job service complaints. Complaints will be recorded using the Employment Services (ES) Complaint Log and resolved using the ES Complaint System.

C. Services Provided to MSFWs through the SC Works Center Delivery System

SCDEW's outreach program will focus on increasing MSFWs' ability to access core, intensive and training services through SC Works Centers. Outreach workers will inform MSFWs of and refer them to verified employment opportunities and the ES Complaint System. Outreach workers will encourage the MSFWs to go to the SC Works Centers to obtain the full range of employment services; however, on-site assistance will also be offered in the preparation of applications, on a limited basis. Outreach workers will refer individual MSFWs, or family members, who may be eligible, to WIA and supportive services and, as needed, will provide assistance in making appointments and arranging transportation to and from SC Works Centers or other appropriate agencies. Further, the outreach workers will make follow-up contacts as necessary and appropriate to provide, to the maximum extent possible, the foregoing described services.

In the SC Works Centers throughout the state, bilingual staff members work with MSFWs of limited English proficiency to provide core and intensive services. When no qualified and trained bilingual employee is available, the SCDEW will offer and secure, at no cost to the client, a qualified interpreter or translator service. If there is a need for remedial and/or occupational training, the limited English proficiency MSFW is generally referred to a local Adult Education office, first, for an "English as a Second Language" course, then is referred to a training provider. Telamon is also a partner of the SC Works Centers and provides additional services to migrants and seasonal farmworkers.

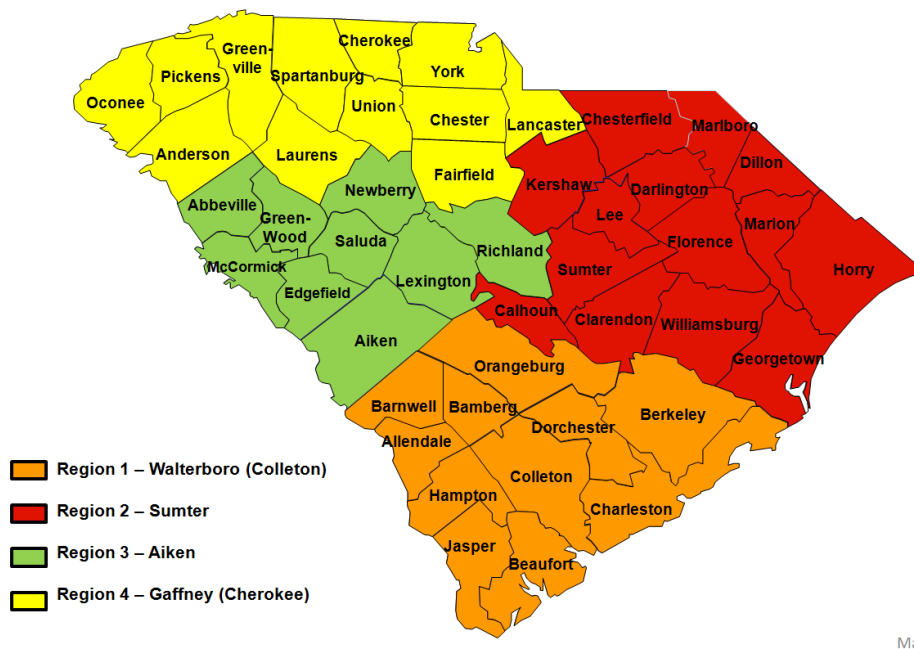
MSFWs will be shown how to use SCWOS, an Internet-based workforce data management and service delivery system. Through SCWOS, MSFWs can establish a Wagner-Peyser application and apply for jobs.

D. Services Provided to Agricultural Employers through the SC Works Centers System

Last year 145 agricultural job orders, which may include multiple job openings, were received and filled through the SC Works Centers delivery system. Interstate clearance orders received totaled 42. In the upcoming year, 150 job orders are expected to be received and filled. South Carolina should receive approximately 50 interstate clearance orders in PY 2012.

Extensive outreach to agricultural employers is an on-going process. This is critical to maintaining interpersonal contact with the employers. Employers are contacted by Rural Manpower Coordinators operating out of four SC Works Centers strategically located throughout the state. The map below displays the geographical areas covered by each coordinator.

Rural Manpower Service Regions



Examples of services provided to agricultural employers by SCDEW staff include:

- Local, regional and national recruitment assistance
- Screening job applicants
- Provision of information such as crop conditions, labor supply, and labor market information
- Connection and coordination of services with government and community agencies
- Technical assistance with Foreign Labor Certification
- Soliciting and filling job orders
- Disseminating information on farm-related rules and regulations
- Registering of farm labor contractors
- Conducting prevailing wage and practice surveys
- Providing consultant inspections of migrant housing
- Referring complaints to proper enforcement agencies

Many contacts with agricultural employers are made as a result of referrals from other agencies such as the SC Department of Agriculture and Clemson University as well as by word-of-mouth from other workers or farmers. SCDEW, along with partners, host periodic grower meetings to inform agricultural employers of services available through the state workforce system. Intensive

efforts will be made in the upcoming year to increase the market penetration of agricultural employers.

The most basic service provided to agricultural employers is the filling of job openings. Job orders from agricultural employers are entered in SCWOS and qualified candidates are referred. All H-2A order users are mandated to take all qualified United States referrals through the workforce system. Rural Manpower in particular strives to refer local applicants to all H-2A orders through community contacts and referrals. In addition, training has been provided to SC Works Center staff throughout the state to encourage local domestic US workers to apply for H-2A jobs.

Other services include the certification and renewals of certification for farm labor contractors and housing inspections of both H-2A and MSFW camps. The Rural Manpower coordinators also perform field checks and communicate with the Chicago National Processing Center in addressing matters relative to any H-2A deficiencies. They also provide critical coordination services by moving MSFW crews to the growers at the appropriate times.

E. Other Requirements

Statement of Approval of the State Monitor Advocate:

In accordance with 20 CFR Subpart B, 653.107, the State Monitor Advocate participated in the preparation of the agricultural plan and has been afforded the opportunity to approve and comment on the plan. Recommendations from the Annual MSFW Summary have been included in this plan.

Review and Comment by WIA Section 167 Grantee:

In accordance with 20 CFR 653.107 (d), WIA Section 167 grantees and other appropriate MSFW organizations and stakeholders have been afforded the opportunity to comment on this Agricultural Outreach Plan.

E. SERVICES TO EMPLOYERS

The State Operational Plan must describe how the state will coordinate efforts of the multiple programs included in the plan to meet the needs of business customers of the One-Stop system in an integrated fashion, such as hiring plans, training needs, skill development, or other identified needs.

Coordinating the services and resources available through the one-stop system are the primary purpose for the development and implementation of the SC Works Certification Standards - Business Services. Emphasizing the “one-knock” approach, BSRs engage businesses, identify their workforce needs and coordinate a customized work plan that incorporates the services available through the partnering programs. Based upon whether a business needs to recruit new workers, train its existing workers or transition workers into new employment, the services will be coordinated amongst the partnering programs.

On a local level, the WorkLink LWIA has established a Business Services group called the Workforce Development Alliance. The purpose of this group is to convene all Business Service Representatives from across the region to meet with employers to discuss needs and resources available to companies in the region. Each individual familiarizes him/herself with the basics of available employer services that are offered in the WorkLink Region. As a Business Service Representative meets with an employer to discuss needs and issues regarding hiring plans, training needs, skill development, or other similar topics, that team member makes recommendations on an action plan with the employer’s input. At the conclusion of the meeting, the team member finalizes an action plan to bring in the appropriate service to assist the employer. In order to minimize disruption for employers and to reduce the duplication of efforts, WorkLink has invested in an employer services communication database called Synchronist. The site license for Synchronist allows WIA partners to utilize the dataset to communicate about employer contacts and employer needs.

To meet the needs of business in their area, the Upstate LWIA’s Business Services Team has recruited local employers to serve on Business Consortiums in its three county service area. Through the consortiums, the area has identified that almost all of the businesses represented on the consortiums are struggling to recruit a skilled workforce. The largest skill need identified is in electro-mechanical and CNC. The consortiums have allowed the area to brainstorm as a group with hopes of identifying routes of collaboration to meet the need of the industries seeking electro-mechanical and CNC workers. Upstate is currently working with local community colleges and vocational schools in an effort to determine the feasibility of combining training sessions across companies to address the issue. They are considering Customized Training options as well as potential rapid response funds for IWT used to cover the cost of training needed by the group of companies. Additionally, the Upstate has designed and implemented a job fair model in partnership with Ready SC to assist in mass recruitment events with local employers. Employers have been repeatedly impressed with the process and it has provided success in recruiting the right people for the jobs available. Recently, The Upstate WIB and Greenville WIB partnered together under the Upstate Workforce Futures Corporation to apply for grant funding to offer soft skills to core customers of the SC Works system. If awarded, this will provide the opportunity to address skill gaps as it relates to soft skills.

In the Trident LWIA each business customer receives the same information on every service offered. From basic services in SCWOS online and resume searches in the system to WIA-funded services such as OJT for companies looking to hire for skilled positions and Rapid Response IWT funding for businesses with potential layoffs in the future. Once it is determined what the business needs, a strategy and timeline are put in place for referral of candidates and follow-up with the company to ensure that their needs are being met.

The Pee LWIA Business Services Team includes partner business services staff to ensure that a united message is presented when a team member visits an employer. All business team members are familiar with all services offered by all partners and are able to determine which team member's expertise best serves the needs of the employer. In addition to partner relationships, the LWIA has also formed strong relationships with economic development, readySC, and the SC Manufacturing Extension Partnership. These relationships have further enhanced their ability to meet the needs of business customers in an integrated fashion.

The State Operational Plan should also describe how the state will use program funds to expand the participation of business in the statewide workforce investment system. (WIA Sections 111(d)(2), 112(a), 112(b)(8), 112(b)(10), W-P Section 8, 20 CFR 661.205(b)(1).)

Becoming a demand driven model requires the alignment of resources and services from partnering programs to engage businesses. At the State level up to 20% of Rapid Response funds will be used to provide layoff aversion IWT for at-risk businesses. WIA, RR and WP funds will be allocated towards staffing state and local business service teams which engage businesses who have not utilized SC Works. WIA, TAA, and partnering agencies' OJT funds will be utilized to address skill gap concerns.

To further expand business participation, DEW was awarded a US DOL Expanding Business Engagement (EBE) – Technical Assistance Initiative Grant. Through the EBE grant, South Carolina will address the following gaps and opportunities:

- Focus on a more strategic delivery of services by state and local Business Services staff to meet the needs of businesses.
- Develop an automated mapping process of layoffs and separations with recruitment and hirings for better matching.
- Further develop a customized recruitment process to ensure employers are getting the “right” applicants.
- Develop policies and remove systematic barriers to better serve employer needs.
- Capitalize on the relationship with Apprenticeship Carolina, a division of the SC Technical College System, to offer Registered Apprenticeship as another viable workforce solution for employers.

The State will also pursue the following goals through the EBE Initiative:

- Increase the number of employers accessing services for the first time through the One-stop Career Center delivery system to 45% in CY 2012 and 60% in CY 2013.

- Increase the number of repeat small business employer customers accessing One-Stop Career Center services by 25% in PY 2012 and 25% in PY 2013.
- Increase the percentage of individuals enrolled in training activities who enter training-related employment, particularly OJT, Incumbent Worker Training, Customized Training, and Registered Apprenticeships, to 6% in PY 2012 and 10% in PY 2013.
- Increase the satisfaction rating by employers using One-Stop Career Center services to *Meets* in local workforce investment areas that are currently *Below Meets* with at least four areas exceeding expectations by PY 2013.

Engaging the business community requires a strategic approach where each LWIA is aware of the businesses that could potentially be served. LMI provides each area with a list of existing businesses, categorized by size (small, medium, and large). Each LWIA will identify the target audience, whether priority is given to company size or industry, and work with the partners to identify the lead in engaging businesses. Understanding business needs will come from hosting regular Business and Industry roundtables, surveying business leaders, collaborating with economic development partners and simply asking each business, “How may we assist you?”.

LMI data identifies the industries and occupations with projected growth. Understanding that some of these growth areas are experiencing a skill shortage, solutions to addressing the concerns will come from engaging businesses as mentioned above and aligning resources to facilitate training to job seekers. Apprenticeships, Rapid Response - IWT, OJT, Quick Jobs, and customized training will all be tools in the business toolkit used to serve businesses in the growth areas.

DEW hosts monthly Business and Industry Roundtables to establish and enhance its relationship with the business community and gather real-time feedback about services and needs. Attendees have included business and trade organizations such as the SC Chamber of Commerce, SC Bankers Association, and the SC Economic Development Association. Additional roundtables are being planned around the state.

The Upstate LWIA’s business engagement efforts include attending business events and consortiums. The Upstate also hosts an annual job fair including multiple employers, averaging from 35-50 employers per event. The Upstate also has a strong relationship with all community partners including local media. They currently have a partnership agreement with a local television station that highlights upcoming recruitment events and newly posted job orders on a weekly basis. This has already increased the number of new employers contacting the center to schedule a recruitment event. This has proven to be a very successful no-cost marketing method.

The Trident LWIA’s Business Development Coordinator attends community events and job fairs such as regional business expos in order to provide information on SC Works services. Sending out letters to small businesses has also been a simple way to engage businesses who may not have been aware of SC Works services. Trident also has a somewhat unique system in place wherein employers are invited to WIA graduations where they can interview all clients on the spot. This is a great way to get businesses involved and they are happy to attend and get an opportunity to interview a group of qualified candidates in a space already set up and organized for them.

The Pee Dee LWIA recently hosted the Chamber's "Business Before Hours" in the local SC Works Center. Business Services Team members attend Chamber functions, Society for Human Resource Managers (SHRM) meetings, and other events supported by businesses for networking opportunities. Business Services Representatives spend time developing individual connections with businesses and become engaged in helping them to address their specific needs through resources and services available from various partners. Pee Dee will use program funds to continue to offer free job profiles to businesses that will commit to hiring individuals using OJT funds. The Pee Dee LWIA has traditionally invested heavily in on-the-job training opportunities with local employers and plans to continue to do so.

There are multiple avenues for identifying talent needed by businesses. The Upstate LWIA staffs two authorized job profilers and this has been critical in determining the skill set needed on the job for companies with little to no human resources internally. The area assists employers in developing accurate job descriptions after touring the workplace and utilizing O*NET, a free online database that matches job seekers with jobs. Additionally, the area partners very closely with Apprenticeship Carolina and SCMEP to assist companies in developing registered apprenticeship training programs and identifying any room for improvement regarding processes and procedures. The Upstate also encourages employers to utilize the Virtual Recruiter function within SCWOS in order to immediately match candidates with the skill set they are seeking with open job orders placed by each company.

To assist businesses in its area, the WorkLink LWIA conducts an interview-based assessment with the Human Resources Manager, Plant Manager, or other business representative to identify skills needed in the workplace. The area also uses O*Net to identify sets of skills needed in a fairly short period of time. They use other methods such as Career Scope, Career Pathways, and interviews to identify skill sets of jobseekers that match employer needs. If a set of skills is particularly difficult to identify, WorkKeys[®] is used to profile those jobs. Once the job has been profiled, assessments are provided to match jobseeker skills with those profiles. If there is a shortage in skills available in the area, WorkLink partners with Tri-County Technical College to identify training needs for skills gaps.

The Upstate LWIA is often contacted as a result of a satisfied customer referral or through many of the partnering agencies involved in the workforce system. The area's strongest partners are Apprenticeship Carolina and readySC. Other outreach strategies include local HR association memberships, chamber functions, information sessions, and recruitment events.

In the Trident LWIA, small business letters have been a success in getting the attention of businesses. The area receives many calls from small businesses requesting additional information on services and has been able to get businesses to use SCWOS and take advantage of OJT opportunities.

Networking and establishing a relationship with the employer, prior to trying to "sell" them on a program allows the business services staff to demonstrate their knowledge and reliability and has been helpful in the WorkLink LWIA. Businesses are willing to work with people they know and trust. Local business services staff with connections to the community are the best conduits for program information and support. The area's regional Job Fair and the Business Service

Industry Showcase have also been well received. These two events provide the employer advertising and recruitment for open positions.

The Pee Dee LWIA has determined that businesses respond most favorably to outreach conducted by telephone, electronic mail, traditional mail, or social media. Business Services Representatives' attempts to do "cold calls" are generally not as well received and in some cases are unsuccessful because of the level of security associated with visiting them unannounced. Businesses also respond more favorably when another business owner shares with them the benefits of being part of SC Works. They respond quite favorably to the economic developer of their county contacting them, most often because he/she is more familiar to them than some of the Business Services Team members. The area has also found that using the concept of an assigned Business Services Team member for a business works better than random contact by a variety of different team members. It gives that business an opportunity to cultivate a relationship with a staff member that they trust. Council of Government Board Members and LWIB Members are also valuable spokespersons for the work being done in the area.

F. WIA WAIVER REQUESTS

States wanting to request waivers as part of their Operational Plan submission must attach a waiver plan, as required by 20 CFR 661.420(c).

South Carolina is requesting approval of the following 12 waivers previously approved by USDOL. Full waiver requests are in the Attachments section of the Plan.

1. Waiver of WIA Section 101(31)(B) to increase employer reimbursement for on-the-job training.
2. Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.
3. Waiver of 134(a) to permit local areas to use a portion of local funds for incumbent worker training.
4. Waiver of WIA Regulations 20 CFR 666 and 667.300(a) to reduce collection of participant data for incumbent workers.
5. Waiver to permit the state to replace the performance measures at WIA Section 136(b), with the common measures.
6. Waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C). (Listed as 101(8) and 20 CFR 663.715 on main document)
7. Waiver of WIA Section 134(a)(2)(b)(ii) and 20 CFR 665.200(d) to exempt the state from the requirement to conduct evaluations.
8. Waiver of 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.
9. Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 200 665.200(e) to exempt the state from the requirement to provide local workforce investment area incentive grants.

10. Waiver of the prohibition of WIA Regulations 20 CFR 664-510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth.
11. Waiver of WIA Regulation 20 CFR 665.200(b)(3) to exempt the state from the requirement to disseminate training provider performance and cost information.
12. Waiver of WIA Section 134(a)(1)(A) to permit a portion of funds reserved for rapid response activities to be used for incumbent worker training.

G. TRADE ADJUSTMENT ASSISTANCE (TAA)

States must describe how TAA will coordinate with WIA/W-P to provide seamless services to participants and address how the state:

Provides early intervention (e.g. rapid response) to worker groups on whose behalf a TAA petition has been filed. (WIA Sections 112(b)(17)(A)(ii), 134(a)(2)(A), 20 CFR 665.300-.340.)

The full spectrum of TAA services from the first threat of separation to successful reemployment requires strong collaboration and partnerships with WP and WIA. Initial RR services promote early petition filing, engagement of the threatened worker group and eventual application of reemployment services prior to a separation to avert or reduce the worker group's period of unemployment. Worker groups with significant skill gaps are linked with customized career fairs to promote training opportunities early. The provision of WIA services through co-enrollment promotes training completion. All services are provided and recorded in one database system, SC Works Online Services, removing duplicate data entries and streamlining cross program communications.

Early intervention for TAA worker groups includes on-site reemployment services (resume building and posting, job search assistance, and customized mapping to eliminate or reduce their period of unemployment. TAA Workforce Specialists are split funded between TAA and Rapid Response (90/10) so that early engagement is possible even when awaiting TAA certification.

Provides core and intensive services to TAA participants, as indicated in the encouragement of co-enrollment policies provided in TEGL 21-00. The description should provide detailed information on how assessments are utilized to identify participants' service needs, including whether participants need training according to the six criteria for TAA-approved training. (20 CFR 617.21(c), 617.22(a))

Participants' service needs are assessed using one or more of the following assessment tools, as applicable: TABE, WorkKeys, Objective Assessment Summary (SCWOS in-depth assessment interview guide), local WIA interest inventory, and training program specific entrance exams. Based on the assessment results and in collaboration with the participant, TAA Workforce Specialists create an Individual Employment Plan (IEP) and make referrals, as needed.

Both core and intensive services may be provided directly by TAA Workforce Specialists (e.g., reemployment services for participants covered under the 2009 and 2011 Amendments) or through referrals to partners and other community resources. Participants in need of occupational skills training complete the Training Information Package to ensure TAA Workforce Specialists can make an informed decision on the six TAA training approval criteria. All participants attending occupational skills training are co-enrolled in WIA to ensure comprehensive service provision.

Has developed and managed resources (including electronic case management systems) to integrate data provided through different agencies administering benefits and services (TAA, Trade Readjustment Allowances, Unemployment Insurance, Employment Security, WIA, etc.) in order to ensure consistent program administration and fiscal integrity, as well as reliable fiscal and performance reporting. (May alternatively be discussed in “operating systems and policies” section of Operating Plan.) (WIA Sections 112(b)(8)(A), (B).)

See Operating Systems and Policies section of the Section II. State Operational Plan

H. SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP)

Senior Community Service Employment Program (SCSEP) Plan PY 2012-2016

Long-term projections for jobs in industries and occupations in the state that may provide employment opportunities for older workers. (20 CFR 641.302(d)) (May alternatively be discussed in the economic analysis section of strategic plan.)

There are a number of occupations that are in demand in growth sectors in South Carolina. The health care industry has a demand for registered nurses, pharmacists, physical therapist, respiratory therapist, radiology technicians, pharmacy technicians, medical records, information technicians, medical assistants, certified nursing assistants, home care aides, and medical doctors. The education system has a need for teachers. Professional and business services will demand more engineers, business/management analysts, accountants, lawyers, and workers for landscaping projects. Retail will have a continuous demand for salespersons and supervisors. The food service and accommodation industries will need food service workers, housekeepers, cashiers, cooks, supervisors and the construction industry will have a demand for carpenters and labors. Long-term projections are more thoroughly discussed in *Section I: Economic and Workforce Information Analysis*.

Many of the occupations in demand in growth sectors will provide employment opportunities for older workers, specifically, in the health, information technology, food service and

accommodation arena. The skills needed in these areas usually require a minimum amount of time, which is significant for older workers participating in SCSEP. All high growth occupations will be examined to determine what needs to happen to produce a competitive pool of applicants. This analysis will provide an opportunity to get answers to questions that are critical to the planning process: is there a current available pool of older workers, where are they located, what skills are needed, are there institutions/programs that can provide needed training, what is the cost, how much time will it take to acquire the necessary skills, and are certifications and or licensure required? Plans will be drafted to realistically, within the parameters of SCSEP, increase participation in these industries and occupations.

A discussion of how the long-term job projections discussed in the economic analysis section of strategic plan relate to the types of unsubsidized jobs for which SCSEP participants will be trained and the types of skill training to be provided. (20 CFR 641.302(d))

In an effort to place SCSEP participants in the “in-demand occupations” and to better achieve the goals of the program, the following activities will occur: strengthen partnership with the SC Technical College System, increase computer skills training, match participants to *in-demand occupations* where possible, increase “on-the-job training” (OJT) for participants, advocate for alternative education and training methods (virtual learning and apprenticeships), work with non-profit agencies for meaningful community service assignments (with emphasis on filling a need in the community), seek better retention through better job opportunities, work with businesses and non-profits to develop meaningful training assignments where participants will acquire marketable skills, advocate and market more aggressively for the older worker to the business community, coordinate activities among all SCSEP service providers, coordinate activities with the South Carolina Department of Employment and Workforce, continue to house SCSEP field personnel within SC Works Centers, place additional emphasis on creative partnerships with groups that advocate and provide services to veterans and people with disabilities.

Current and projected employment opportunities in the State (such as by providing information available under §15 of the Wagner-Peyser Act (29 U.S.C. 491-2) by occupation), and the types of skills possessed by eligible individuals. (20 CFR 641.325(c).)

With the anticipated growth associated with the recovery, employment will increase in South Carolina over the next several years. South Carolina is experiencing consistent population growth which will drive employment growth in the retail arena. Increased demand in healthcare will grow as a result of increased growth in the senior community. With the trend of outsourcing business services and the development of smaller businesses, the demand for professional service jobs will increase, especially, in the contract and temporary employment services area. Tourism will continue to grow, which will increase the demand for tourism related jobs. Unfortunately, many of these jobs are seasonal and low-wage. Manufacturing has generated more jobs in South Carolina and the trend is expected to continue. With the increased development of distribution centers and port facilities, employment in logistics and transportation related fields are expected to grow. Many of these jobs will require higher skill levels. With the continual development of

more and more technologies, the number and type of jobs in all sectors will be impacted to some degree by technology.

Another area to be considered is the varying population and growth patterns across the state. The increase in job opportunities and impacts on service demand will not be balanced. The rural areas and poor counties will continue to be adversely affected, with population decline, closing of businesses and severe job losses. There appears to be agreement among business leaders that workers need better “soft skills,” i.e., communication, problem solving, teamwork, flexibility, and the ability and desire to learn new skills. This trend is good news for the older worker who tends to already have these skills. Soft skills can also be obtained while participants complete their community services assignments. Additionally, the time to acquire soft skills is minimal.

The SCSEP community will become more vocal in promoting market trends by providing information to staff, participants and host agencies.

A description of the localities and populations for which projects of the type authorized by title V are most needed (20 CFR 641.325 (d).)

The areas where these programs are most needed, in many instances, do not have the systems to support the training nor provide unsubsidized employment opportunities. The poorest counties in the state are very rural, no industry, the young and brightest leave, therefore, there is no incentive for new industry or businesses to locate in these areas and consequently the unemployment rate is high. The population is aging. Services are provided by adjacent towns that may be 30 to 40 miles away. Poverty is apparent, transportation is a problem, and the housing stock is substandard as well as the education system.

South Carolina also has poor counties that encompass major cities, like Spartanburg and North Charleston. There problems are not one of isolation or lack of information but expose decades of poverty, low education attainment and the inability of the poor to negotiate systems. However, these areas are ideal places for SCSEP because they have tremendous potential, a substantial population with demonstrated need and the areas can provide opportunities for community services, specialized training and employment opportunities and are located in growth areas. Below is a chart depicting the top 18 counties in the state with the highest levels of poverty for those 55 and older.

Top 18 Counties with the Average Highest Percentage of People 55 or Older Living Below Poverty, 2006-2010				
County	Total Older Population	Total Employed	# with Income Below Poverty Level	% Below Poverty
Allendale	2,735	744	830	30%
Bamberg	4,653	1,418	1,208	26%
Williamsburg	9,785	2,846	2,495	25%
Dillon	7,726	2,244	1,641	21%
Fairfield	6,874	1,948	1,339	19%
Lee	4,929	1,371	916	19%
Colleton	10,890	3,057	2,021	19%
Marion	9,308	2,974	1,667	18%
Hampton	5,332	1,352	953	18%
Orangeburg	24,861	7,834	4,409	18%
Chesterfield	11,904	3,654	1,901	16%
Edgefield	6,845	1,954	1,073	16%
Abbeville	7,647	1,970	1,198	16%
Marlboro	7,331	2,099	1,143	16%
Darlington	18,393	5,823	2,764	15%
Chester	8,955	2,586	1,329	15%
Jasper	5,310	2,047	788	15%
Barnwell	5,946	1,710	875	15%

Source: U.S. Census Bureau, 2006-2010 American Community Survey

A description of actions to coordinate SCSEP with other programs:

- 1. Planned actions to coordinate activities of SCSEP grantees with WIA title I programs, including plans for using the WIA One-Stop delivery system and its partners to serve individuals aged 55 and older. (20 CFR 641.302(g), 641.325(e))**

Collaborative arrangement will continue with the one-stop delivery system. However, Local Workforce Investment Boards and SC Works Center arrangements will vary from region to region. The most typical arrangement will include having sub-grantee designated staff located in SC Works Centers and serving as the primary point of contact for older jobseekers. In most cases, sub-grantees receive the space at no cost along with furniture, computers, copiers and access to phone systems. Sharing of resources is a key component to the collaboration efforts. Sharing of resources allows for maximization of the SCSEP grants in South Carolina. Sharing of resources allows for more cost effective services to more participants without exhausting or even, in some instances, using grant funds. This is a practice that has worked well in previous years and will be continued in the future.

This partnership arrangement will also greatly benefit the SC Works Centers. SCSEP participants are routinely assigned to local SC Works Centers to provide valuable services while

being trained for unsubsidized employment. Staff will be available to provide presentations on job readiness skills, as well as outreach activities in the rural communities. Other collaborative efforts will include using the SC Works Centers for job orders, labor market information, coordination of intensive and training services, job fairs, joint-training of staff and participants, and sharing job leads. The Local Workforce Investment Boards and SCSEP will partner when promoting SCSEP and vice versa. In addition, SCSEP will seek opportunities for sub-grantees to become a part of Local Business Services Teams. Working collaboratively will increase community visibility for both programs.

2. Planned actions to coordinate activities of SCSEP grantees with the activities being carried out in the State under the other titles of the Older Americans Act (OAA). (20 CFR 641.302(h))

The Lieutenant Governor's Office on Aging (LGOA) is the designated State Unit on Aging and receives Older Americans Act dollars that partially fund the aging network in South Carolina under the various titles. The network is made up of Area Agencies on Aging (AAA), one located in each of the 10 planning districts and local Councils on Aging (COA). There are 58 COAs throughout the state of South Carolina. LGOA administers two title programs other than Title V, Title III, and Title VII. The specific programs are as follows:

- In-home and community bases services (Title III-B)
- Long term care ombudsman program (Title III-B and Title VII)
- Elder abuse prevention services (Title VII)
- Congregate nutrition services (Title III-C-1)
- Home-delivered nutrition services (Title III-C-2)
- Disease prevention and health promotion services (Title III-D)
- Family caregiver support services (Title III-E)

The SCSEP director will work with the other title program directors to determine what jobs are available and the requirements for those jobs. Training and host agency opportunities will also be explored. The program directors will meet once a quarter, with the first meeting being held in September of each year. State agencies will be solicited to partner with the network and help identify eligible participants for the SCSEP and provide supportive services as appropriate, act as host agencies and provide unsubsidized employment. The SCSEP and Aging Network representatives will meet annually in June of each year. This group will determine what job vacancies are projected for a 6 to 12 month period, and the required skills necessary to fill these positions. This information will be shared with the national and state SCSEP grantees. The Information and Referral Specialist will be given the job vacancy information, and this information will be shared with seniors who contact them requesting various services. Information and Referral Specialists are located statewide, one in each of the 10 planning districts. This program is funded by Title III-B of the Older Americans Act.

3. Planned actions to coordinate SCSEP with other private and public entities and programs that provide services to older Americans, such as community and faith-based organizations, transportation programs, and programs for those with special needs or disabilities. (20 CFR 641.302(i))

The state SCSEP program has identified and currently work with a number of organizations that provide services to older Americans. This list includes AARP, The Senior Network, transportation systems, Department of Health and Environmental Control (DHEC), Department of Health and Human Services (DHHS), local departments of social services (DSS), Silver Haired Legislature, South Carolina Ministerial Alliance, civic organizations, Salvation Army, Literacy Council, Transitions Program, community action agencies, housing authorities, Veterans Administration, Disability Board, community and faith-based organizations. This list is not complete, but gives an idea of the variety of organizations that will work with SCSEP to provide services to participants.

A wide range of services are offered by these organizations. For example, the Transitions Program provides homeless individuals with a place to live, assistance with acquiring skills, and employment. The Salvation Army and Community Action Agencies assist individuals with utility bills. The Department of Social Services will qualify participants for the Food Stamp program, as needed. We work with the Arthritis Foundation through Health and Environmental Control to provide data and information to participants on chronic disease self- management and self- help through exercise programs.

Moreover, each year in September, specific organizations and program representatives are contacted to get an update on the services they provide and the eligibility criteria for participation. This is important to know because a number of SCSEP participants need an array of services to be able to participate in the community service and employment programs offered by SCSEP. These participants are no different than the larger community. Studies indicate individuals who are, mentally, physically and spiritually healthy are more productive, absentee rate is lower, and they tend to contribute to a better work environment. We will continue to identify programs and services to benefit our participants. We will continue to contact service providers to update materials so resources are readily available to assist participants.

4. Planned actions to coordinate SCSEP with other labor market and job training initiatives. (20 CFR 641.302(j).)

The Department of Employment and Workforce will keep SCSEP informed of the labor market trends and workforce initiatives. Job training initiatives will also be coordinated with local businesses, SC Works Centers, and technical colleges around the state. SCDEW's Labor Market Information Department will make a formal report during the annual meeting in September and will update the information as warranted. The SCSEP community will be encouraged to be proactive in acquiring data on market trends by obtaining current literature from market trend sources, for example, *Employment and Market Trends: The Riley Guide*.

5. Actions to ensure that SCSEP is an active partner in the One-Stop delivery system and the steps the state will take to encourage and improve coordination with the One-Stop delivery system. (20 CFR 641.335)

The South Carolina SCSEP community (state and national grantees) will continue to work closely with the South Carolina Department of Employment and Workforce to monitor job market trends and opportunities. Working relationships will be maintained with all LWIBs, local workforce investment area administrators, and DEW staff including their disability specialists and veteran representatives. Also, SCSEP participants will continue to be referred to SC Works Centers for services and to facilitate a cross flow of information. SCSEP will also continue to utilize on-line services like South Carolina Works Online Services when training decisions are being made for participants. The SCSEP community will continue to consult with the SC Works Centers as participants are being transitioned into unsubsidized employment.

The Lieutenant's Governor's Office, our sub-grantees, and representatives from the workforce system will meet each year, in September, to discuss pros and cons of the past year as it relates to collaborative efforts of SCSEP and the one-stop delivery system. A memorandum of understanding will be developed. An action plan detailing corrective action steps will be outlined to address problem areas. Best practices will be shared and grantees will be encouraged to replicate them in their respective service areas.

The state's long-term strategy for engaging employers to develop and promote opportunities for the placement of SCSEP participants in unsubsidized employment. (20 CFR 641.302(e)) (May alternatively be discussed in the state strategies section of strategic plan.)

- The SCSEP community (national, state, sub-grantees) will work as a unit
- The SCSEP community will invite stakeholders, to include businesses, to local annual planning meetings to be held in October of each year
- The SCSEP community will continue to develop relationships with local businesses
- The SCSEP community will work closely with the South Carolina Department of Employment and Workforce, Department of Commerce, the Governor's Office, and others in promoting older worker initiatives when new industry is locating to the state
- The SCSEP community will work to establish relationships with local organizations and agencies
- The SCSEP community will schedule an annual meeting with potential stakeholders, to include businesses, to discuss the older worker, their needs, skills and successes
- The SCSEP community will develop a promotional advertisement focusing on the advantages of hiring an older worker

The state's long-term strategy for achieving an equitable distribution of SCSEP positions within the state that:

- 1. Moves positions from over-served to underserved locations within the state in compliance with 20 CFR 641.365.**
- 2. Equitably serves rural and urban areas.**
- 3. Serves individuals afforded priority for service under 20 CFR 641.520. (20 CFR 641.302(a), 641.365, 641.520)**

The Lieutenant's Governor's Office on Aging (LGOA) will develop a plan that will address new census or other reliable data indicating that there has been a shift in the location of the eligible population or when there is over-enrollment for any other reason. The plan will discuss and state that there must be a gradual shift in positions, the plan will include instructions for transferring grantees, for example, grantees or sub-grantees must not transfer positions from one geographic area to another without first notifying LGOA, the State agency responsible for preparing the State Plan and equitable distribution reports. Additionally, the plan will stipulate, grantees must submit, in writing, any proposed changes in distribution that occur after the submission of the equitable distribution report. The plan will also instruct all grantees to coordinate any proposed changes in position distribution with other grantees in the State, including the state project director, before submitting the proposed changes to the Department for approval. The request for the Department's approval must include the comments of the State project director, which the Department will consider in making the decision. (641.365).

Before any changes are made the national and state grantees must meet to discuss proposed changes. Additionally, current data will be reviewed to ensure equitable serves to rural and urban dwellers as well as individuals afforded priority for service under 20 CFR 641.520. Sharing information consistently will be the cornerstone to ensuring equitable distribution issues are addressed in a deliberate and timely fashion. Equitable distribution strategies should improve with increased emphasis on the SCSEP community acting as a coordinated unit.

The ratio of eligible individuals in each service area to the total eligible population in the state. (20 CFR 641.325(a))

The state provides services to South Carolinians in five regions, which comprise 19 counties: Region 1- Appalachia (Anderson, Cherokee, Greenville, Oconee, Pickens, and Spartanburg), Region IV -Central Midlands (Richland and Lexington Counties), Region VI-Santee-Lynches (Kershaw, Sumter), Region VII-Pee Dee (Chesterfield, Darlington, Dillon, Florence, Marion and Marlboro) and Region VIII-Waccamaw (Georgetown, Horry, and Williamsburg).

The ratios are as follows: Region I (1:3,088), Region IV (1:5,258), Region VI (1:13,895), Region VII (1:5,722), and Region VIII (1:5,258)

The relative distribution of eligible individuals who:

1). Reside in urban and rural areas within the state

Because South Carolina is mostly rural with a few major urban centers, the relative distribution of individuals who live in rural counties versus those who live in urban centers reflect the populations in those areas, i.e., the smallest numbers of Title V positions are allocated to the small rural counties and the larger more urban counties have the highest allocations.

2). Have the greatest economic need

This conversation will focus on individuals at or below the poverty level established by the United States Department of Health and Human Services and approved by the Office of Management and Budget.

Many older workers need employment to meet their basic needs for housing, food, transportation and medical care. Over one-fourth of South Carolinians 55 and older depend exclusively on Social Security for income. In South Carolina of those 65-74, 12.7percent had incomes below the poverty level, and 19.3 percent of those over age 75 live in poverty. Percentages increase significantly among African Americans in our state with 30.1percent of those 65-74 and 36 percent of those 75 plus live in poverty. The overall profile for older workers have not changed significantly for older workers in the past five years, if any changes have occurred, the picture is not encouraging. Those older workers who have retired, unfortunately, have discovered their pensions and/or savings are inadequate. Older workers are staying in the workforce longer. Many low-income older workers not only want to work or choose to continue to work; they need to work for economic security.

The number of eligible older workers is expected to continually increase nationally. It is estimated that in 2020, older workers 55 years and older will comprise 23 percent of the total workforce. Additionally, the Bureau of Labor Statistics predicts that the percentage of workers over the age of 75 in 2020 will double from the 2000 level. This trend will result primarily from the baby boomers.

3). Are Minorities

In South Carolina 27.3 percent of the population 55 and older in South Carolina are considered minority. Thirty-six percent of African American women age 65 and older live in poverty as compared to only 12.1 percent of their white counterparts. Census 2010 for South Carolina showed that while 10.9 percent of whites 60 and older lived below poverty level, thirty-three percent of African-Americans were below poverty level. The general population data is similar, with 15 percent of whites, 37 percent African Americans and 29 percent Hispanics are below the poverty level.

4). Are limited English proficiency

It is estimated that less than a percentage of SCSEP participants have limited English proficiency and these individuals are disbursed throughout the state. The highest incident can be seen in rural areas if English is not their first language and education attainment is low.

5). Have the greatest social need. (20 CFR 641.325(b))

Social needs and economic needs are closely related. If a person cannot access goods and services, isolation is usually the result. Again, South Carolina is very rural, thirty-seven of the forty-six counties are classified as rural and these counties have a high rate of poverty. Social need is a direct result of the inability to access goods and services. This inability often leads to isolation. Isolation is a direct contributing factor to acquiring and maintaining those components that satisfy the human spirit, i.e., friendships, romantic attachments, family, social groups, church and religion and affiliations with organizations.

A description of the steps taken to avoid disruptions to the greatest extent possible, when positions are redistributed, as provided in 20 CFR 641.365; when new Census or other reliable data become available; or when there is over-enrollment for any other reason.. (20 CFR 641.325(i), 641.302(b))

Communication among the SCSEP community, national grantees, state grantee, sub-grantees, will be important to distributional shifts. Formal quarterly meeting will be held with the SCSEP community in South Carolina. The Lieutenant Governor's Office on Aging, the designated state unit on aging will facilitate the meetings. Information will be shared at the meetings including data that might necessitate redistribution, i.e., over-enrollment. The community will work as a coordinated unit. A general plan will be devised to prepare for the least disruption when change occurs. The plan will include a gradual shift of positions and increase efforts to place participants in unsubsidized employment in over-served areas. The disruption will not mean participants are entitled to stay in the given subsidized community service assignment or in a subsidized employment position indefinitely. The state will work with the One-Stops and encourage personnel to identify these workers as a priority and work aggressively to place them in unsubsidized positions. This general plan will be discussed with personnel so when a shift necessitate change, they will not be reacting to the change negatively, because they would have been part of the planning process and will be familiar with actions to be executed.

The State's long-term strategy for serving minority older individuals under SCSEP. (20 CFR 641.302 (c))

The most recent data (Minority Analysis April 2011) revealed the following facts about minority participation in the SCSEP program for South Carolina. African Americans (Blacks) make up the largest minority population in South Carolina at 41.08 percent. However, this group participated in the SCSEP program at 52 percent for a 124.5 percent SCSEP served population incidence. Hispanics make up 1.9 percent of the population and participated in the SCSEP program at .3 percent for a population with a served incidence of 17.9 percent. American Indians Asian and Pacific islanders comprise one percent or less and had no significant in the SCSEP serves population incidence. Outreach activities will focus on all minority populations. Specific strategies will include:

- Working with the local workforce development boards in identifying minorities that are eligible for the SCSEP program
- Developing media outreach campaigns
- Continue to develop new recruitment tools to more adequately reflect the older worker and their respective cultures
- Identify and recruit liaisons from minority communities that will work with the local SCSEP programs in an advocacy /consultant capacity
- Continue to develop SCSEP materials in Spanish
- Staff SCSEP sites with Spanish- speaking individuals
- Update data collection systems to accurately tract minority participation
- Provide cultural sensitivity training to staff every two years and to new hires at the time of hiring
- Utilize culturally relevant media
- Utilize community organizations that work with minority communities
- Utilize community venues, libraries, faith based groups, beauty and barber shops, aging networks, social, fraternal and civic organizations
- Evaluate progress quarterly and make note of best practices

A list of community services that are needed and the places where these services are most needed. Specifically, the plan must address the needs and location of those individuals most in need of community services and the groups working to meet their needs. (20 CFR 641.330)

The specific locations for the services for most in need will be those counties with a high percentage of older Americans living below poverty.

The need for community services, resources that enhance the lives of the residents in a specific location, varies depending on the area. However, there are some basic services that are needed throughout the state by the majority of the residents. These are the services that will be discussed.

Transportation-South Carolina is primarily a rural state. Therefore there are substantial distances between towns and even substantial distances to health care systems, schools, churches, municipal governments, libraries, grocery stores, cultural events and recreation activities. There are some transportation systems in rural areas with limited service. Transportation is also a problem in the more metropolitan areas of Columbia, Charleston, Greenville-Spartanburg and Florence, like the rural areas, there is considerable distances to services and again, the public transportations systems are limited. There are public transportation systems in Columbia, Florence, Charleston, Greenville, Florence and Sumter. The most in need category is applicable statewide, however, the poorest counties, it would logically follow, are the ones in greatest need (See chart of poorest counties in SC).

The SC Transportation Department and the Human Services Transportation Committee are the organizations working to address transportation issues. Transportation is critical for seniors, older workers, persons with disabilities, as well as low to moderate income residents of South

Carolina. The Lieutenant Governor's Office on Aging will continue to work as a member of the SC Humans Services Transportation Coordinating Committee to develop plans to meet the demands of all South Carolinians. The committee was established by the Governor by Executive Order.

Acute Care and Long Term Care- There is an increased in the number of individuals who are 65 years old and older who are frail and reside in South Carolina. As a result there will be an increased need for acute and long term care, both institutional and community based. Again the need is statewide with the poorest areas have the greatest need.

The Long-Term Care Workgroup is the organization that addresses this need for the state. The group is made up of members from the following organizations: Department of Health and Human Services, AARP, Protection and Advocacy for People with Disabilities, Inc., S.C. Institute for Medicine and Public Health, Alzheimer's Association, Area Agencies on Aging, Capitol Information Affiliates, Enabling Technologies Associates, Inc., S.C. Association of Residential Care Homes, Brain Injury Association of South Carolina, Silver Haired Legislature, SC Department of Health and Environmental Control, S.C. Hospital Association, Medicaid Health Plans of South Carolina, S.C. Home Care and Hospice Association, National MS Society, SC Respite Coalition.

Increase Low Literacy-South Carolina has the third highest adult illiteracy rate in the nation. This social ill has manifested itself in high unemployment rates, a workforce, in some instances, are not marketable, and a disenfranchised unemployed population. An increased investment in the education system would have a significant impact on the literacy rate in the state. The infamous "Corridor of Shame" that drew national interest in rural South Carolina is only one example of the poor quality of some schools in our state. The Lieutenant Governor's Office on Aging works with the Literacy Council and the school districts advocating for literacy and encouraging older workers to get their high school diploma or equivalent.

The state's long-term strategy to improve SCSEP services, including planned longer-term changes to the design of the program within the state, and planned changes in the use of SCSEP grantees and program operators to better achieve the goals of the program. This may include recommendations to the Department as appropriate. (20 CFR 641.302(k))

- To continue to work with national grantees so they become a viable part of the SCSEP community (state and national grantees) in the state.
- Meet with representatives of the SCSEP community at least twice a year
- Continue to share information among the SCSEP community within the state
- Develop a more detailed Individual Employment Plan (IEP) and closely monitor the plans
- The SCSEP community become more aggressive in serving individuals with physical and mental disabilities, language barriers, social or physical isolation
- Provide more meaningful community service opportunities for participants and provide opportunities for participants to acquire marketable skills
- Clearly communicate the role of host agency to host agency as well as participants
- Clearly communicate the goals of the SCSEP to participants

- Clearly communicate the goals of the SCSEP to the communities
- Become more visible in the community

The state's strategy for continuous improvement in the level of performance for SCSEP participants' entry into unsubsidized employment, and to achieve, at a minimum, the levels specified in OAA Section 513(a)(2)(E)(ii). (20 CFR 641.302(f))

South Carolina performance levels were good overall. The categories measured are: *entered employment* achieved at 107.9 percent, *retention* at 116.6 percent, *participant earnings* at 94.3 percent and *most-in-need goal* at 98.9 percent. Improving these levels is a consistent goal. The participant earnings category is the area where more work needs to be done. Developing and maintaining partnerships is critical to the attainment of the goal. Several strategies are planned.

- Keeping informed and understanding local and regional labor market demands, this approach drives the individual training and community service assignments and create a better opportunity for participants to be trained and placed in specific jobs where they live
- Working with the local educational and training programs to provide a pool of older workers to meet the demand
- Developing partnerships with the various industry representatives
- Engaging in activities that promote the SCSEP concept
 - a. Provide a quarterly newsletter that highlights accomplishments
 - b. Participate in local activities, for example, employment seminars, speak at local churches
 - c. Coordinate presentations with social security administration and local units on aging
- Providing orientations annually for host agencies
- Working with the local Workforce Development Boards in establishing new protocols as appropriate
- Provide computer skills training to participants so they can access on-line tools for employment opportunities and resources
- Development of partnerships with local human resource directors
- Provide supportive services to help ensure participants can function optimally during the training session
- Closely monitor the participants progress and make changes as appropriate

Section III. Integrated Workforce Plan Assurances and Attachments

ATTACHMENT A: ASSURANCE STATEMENTS AND PLAN SIGNATURES

This section provides a "check-the-box" table of assurance statements and a single signature sheet to certify that the information provided by the state, and submitted to the Department, in the following table is accurate, complete, and meets all legal and guidance requirements. The table below contains the assurances, the legal reference that corresponds to each assurance, and a column for the state to provide a reference to the document(s) that it believes meets the stated assurance or where the statute requires documentation of a policy or procedure. Such a reference may be a hyperlink to an on-line document or it may be an attachment. Not all assurances require documents to be attached or referenced. Where an approved special exemption, waiver, or an approved alternate structure makes an assurance not applicable to your state, please insert the words "Not Applicable" in the reference column.

By checking each assurance, attaching the proper documentation or links, and signing the certification at the end of the document, the state is certifying it has met each of the legal planning requirements outlined in WIA law and regulations and in corresponding Departmental guidance. By checking each box and signing the certification, the state is also indicating that its supporting documentation meets all applicable Federal and state laws and regulations and is available for review. Any deficiencies in the documentation attached to each assurance identified during the state plan review process may result in additional technical assistance and a written corrective action as part of the Department's conditional approval of the state's Integrated Workforce Plan. Assurances that are part of the state's grant agreement are not duplicated here.

ASSURANCES AND ATTACHMENTS – PLANNING PROCESS AND PUBLIC COMMENT

	<input checked="" type="checkbox"/>	STATEMENT	REFERENCE	DOCUMENTATION and COMMENTS
1.	<input checked="" type="checkbox"/>	The state established processes and timelines, consistent with WIA Section 111(g) – and, where appropriate, 20 CFR 641.325 (g) – to obtain input into the development of the Integrated Workforce Plan and to give opportunity for comment by representatives of local elected officials, local workforce investment boards, businesses, labor organizations, other primary stakeholders, and the general public.	WIA Sections 112(b)(9), 111(g) 20 CFR 661.207 20 CFR 661.220(d) 20 CFR 641.325(f), (g), (h), 20 CFR 641.335	<i>Include a link or copy of a summary of the public comments received.</i> TO BE ADDED
2.	<input checked="" type="checkbox"/>	The state afforded opportunities to those responsible for planning or administering programs and activities covered in the Integrated Workforce Plan to review and comment on the draft plan.	WIA Sections 112(b)(9), 111(g) 20 CFR 661.207 20 CFR 661.220(d)	
3.	<input checked="" type="checkbox"/>	The final Integrated Workforce Plan and State Operational Plan are available and accessible to the general public.		
4.	<input checked="" type="checkbox"/>	The state afforded the State Monitor Advocate an opportunity to approve and comment on the Agricultural Outreach Plan. The state solicited information and suggestions from WIA 167 National Farmworker Jobs Program grantees, other appropriate MSFW groups, public agencies, agricultural employer organizations, and other interested organizations. At least 45 days before submitting its final outreach, the State provided a proposed plan to the organizations listed above and allowed at least 30 days for review and comment. The State considered any comments received in formulating its final proposed plan, informed all commenting parties in writing whether their comments have been incorporated and, if not, the reasons therefore, and included the comments and recommendations received and its responses with the submission of the plan.	WIA Sections 112(b)(9), 111(g) 20 CFR 661.207 20 CFR 661.220(d) 20 CFR 653.107 (d) 20 CFR 653.108(f)	The South Carolina State Monitor Advocate, Maria Trammell, has reviewed, provided input, and approved the PY 2012 Agricultural Outreach Plan.
5.	<input checked="" type="checkbox"/>	In the development of the plan, the state considered the recommendations submitted by the State Monitor Advocate in the annual summary of services to Migrant and Seasonal Farmworkers.	20 CFR 653.108(t)	

6.	<input type="checkbox"/>	The state established a written policy and procedure to ensure public access (including people with disabilities) to board meetings and information regarding board activities, such as board membership and minutes.	WIA Sections 111(g), 112(b)(9), 117(e) 20 CFR 661.207	<i>Include a link or copy of the policy.</i>
7.	<input checked="" type="checkbox"/>	Where SCSEP is included in the Integrated Workforce Plan, the state established a written policy and procedure to obtain advice and recommendations on the State Plan from representatives of the State and area agencies on aging; State and local boards under the WIA; public and private nonprofit agencies and organizations providing employment services, including each grantee operating a SCSEP project within the state, except as provided under section 506 (a)(3) of OAA and 20 CFR 641.320(b); Social service organizations providing services to older individuals; Grantees under Title III of OAA, Affected Communities, Unemployed older individuals, Community-based organizations serving older individuals; business organizations and labor organizations	20 CFR 641.315(a)(1-10), 641.325 (f), (g), (h)	<i>Include a link or copy of a summary of the public comments received.</i>

ASSURANCES AND ATTACHMENTS - REQUIRED POLICIES AND PROCEDURES

		STATEMENT	REFERENCE	DOCUMENTATION or COMMENTS
8.	<input checked="" type="checkbox"/>	The state made available to the public state-imposed requirements, such as state-wide policies or guidance, for the statewide public workforce system, including policy for the use of WIA title I statewide funds.	WIA Sections 112(b)(2), 129, 134 20 CFR 665.100	www.scworks.org/wia.asp
9.	<input checked="" type="checkbox"/>	The state established a written policy and procedure that identifies circumstances that might present a conflict of interest for any state or local workforce investment board member or the entity that s/he represents, and provides for the resolution of conflicts. The policy meets the requirements of WIA Sections 111(f) and 117(g).	WIA Sections 112(b)(13), 111(f), 117(g)	http://www.scworks.org/media/Document%20Directory/SWIB_Conflict_of_Interest_Policy.pdf

10.	<input checked="" type="checkbox"/>	The state has established a written policy and procedure that describes the state's appeals process available to units of local government or grant recipients that request, but are not granted, designation of an area as a local area under WIA Section 116.	WIA Sections 112(b)(15), 116(a)(5) 20 CFR 661.280 20 CFR 667.700	See below
<p>If a unit of local government or grant recipient requests local area designation, but is denied, procedures are in place for the entity to appeal. A petitioning entity denied area designation under Section 116(a)(3) has twenty (20) days to submit a written appeal to the State Workforce Investment Board explaining why it believes the denial was contrary to the provisions of the WIA. The State Board must consider and respond in writing to such an appeal within twenty (20) days.</p> <p>Further appeal to the Secretary of Labor may occur within fifteen (15) days of receiving an appeal denial if the entity alleges that the decision of the Governor violated Section 116(a)(3) or that the entity was not accorded procedural rights under the State's appeal process. The Secretary shall make a final decision within thirty (30) days after this appeal is received, notifying the Governor and the appellant in writing of the Secretary's decision. The Secretary may consider any comments submitted by the Governor.</p> <p>To date, no entity has requested and been denied local area designation.</p>				
11.	<input checked="" type="checkbox"/>	The state established written policy and procedures that describe the state's appeal process for requests not granted for automatic or temporary and subsequent designation as a local workforce investment area.	20 CFR 667.640 20 CFR 662.280	http://www.scworks.org/media/Document%20Directory/SCPetition for Area Redesignation.pdf
12.	<input checked="" type="checkbox"/>	The state established a written policy and procedure that set forth criteria to be used by chief elected officials for the appointment of local workforce investment board members.	WIA Sections 112(b)(6), 117(b) 20 CFR 661.300(a), 20 CFR 661.325	http://www.scworks.org/media/99_ET_Instruction/99-01_Establishment and Certification of LWIBs.pdf
13.	<input checked="" type="checkbox"/>	The state established written policy and procedures to ensure local workforce investment boards are certified by the governor every two years.	WIA Sec 117(c) 20 CFR 661.325	http://www.scworks.org/media/99_ET_Instruction/99-01_Establishment and Certification of LWIBs.pdf
14.	<input type="checkbox"/>	Where an alternative entity takes the place of an SWIB, the state has written policy and procedures to ensure the alternative entity meets the definition under section 111(e) and the legal requirements for membership.	WIA Sections 111(e), (b) 20 CFR 661.210	Not Applicable

15.	<input type="checkbox"/>	Where the alternative entity does not provide representative membership of the categories of required SWIB membership, the state has a written policy or procedure to ensure an ongoing role for any unrepresented membership group in the workforce investment system. (Only applicable in cases where a state uses an alternative entity as its SWIB, and that entity does not provide for representative membership by individuals in the categories required by WIA sec. 111(b).)	WIA Sections 111(b), (e) 20 CFR 661.210(c)	Not Applicable
16.	<input type="checkbox"/>	When applicable, the state takes any action necessary to assist local areas in developing and implementing the One-Stop system.	WIA Sections 112(b)(14), 134(c) W-P Section 8(c)	<i>Include link or copy of the policy</i>
17.	<input checked="" type="checkbox"/>	The state established procedures for determining initial and subsequent eligibility of training providers.	WIA Sections 112(b)(17)(A)(iii), 122, 134(d)(4) 20 CFR 663.515, 663.535	http://www.scworks.org/media/00_ET_Instruction/00-01_Identification_of_Initially_Eligible_Providers_of_Training.pdf http://www.scworks.org/media/00_ET_Instruction/00-21_Procedures_for_Determining_Subsequent_Eligibility_for_Providers_of_Training_Services.pdf
18.	<input checked="" type="checkbox"/>	All partners in the workforce and education system described in this plan will ensure the physical, programmatic, and communications accessibility of facilities, programs, services, technology, and materials for individuals with disabilities in One-Stop Career Centers.	WIA Section 188 W-P Section 8(b) 29 CFR part 37 20 CFR 652.8(j)	http://www.scworks.org/media/99_ET_Instruction/99-04_Program_Accessibility.pdf
19.	<input checked="" type="checkbox"/>	The state ensures that outreach is provided to populations and sub-populations who can benefit from One-Stop Career Center services.	WIA Section 188 29 CFR 37	

20.	<input checked="" type="checkbox"/>	The state implements universal access to programs and activities to all individuals through reasonable recruitment targeting, outreach efforts, assessments, services delivery, partnership development, and numeric goals.	WIA Section 188 29 CFR 37.42	http://scworks.org/media/00_ET_Instruction/00-08_%20Universal_Access_Policy.pdf
21.	<input checked="" type="checkbox"/>	The state complies with the nondiscrimination provisions of section 188, including that Methods of Administration were developed and implemented.	WIA Section 188 29 CFR 37.20	
22.	<input checked="" type="checkbox"/>	The state collects and maintains data necessary to show compliance with nondiscrimination provisions of section 188.	WIA Section 185	
23.	<input type="checkbox"/>	For WIA Single-Area States only, the state has memorandums of understanding between the local workforce investment board and each of the One-Stop partners concerning the operation of the One-Stop delivery system in the local area.	WIA Sections 112(b)(5), 116(b), 118(b)(2)(B), 20 CFR 661.350(a)(3)(ii)	Not Applicable

ASSURANCES AND ATTACHMENTS - ADMINISTRATION OF FUNDS

		STATEMENT	REFERENCE	DOCUMENTATION and COMMENTS
24	<input checked="" type="checkbox"/>	The state established written policy and procedures that outline the methods and factors used in distributing funds, including WIA Adult, Dislocated Worker, and Youth formula and rapid response funds. The policy establishes a process for funds distribution to local areas for youth activities under WIA Section 128(b)(3)(B), and for adult and training activities under WIA Section 133(b), to the level of detail required by Section 112(b)(12)(a). In addition, the policy establishes a formula, prescribed by the governor under Section 133(b)(2)(B), for the allocation of funds to local areas for dislocated worker employment and training activities.	WIA Sections 111(d)(5), 112(b)(12)(A), (C), 128 (b)(3)(B), 133(b)(2)(B), 133(b)(3)(B) 20 CFR 661.205(e)	See below
24a.	<input checked="" type="checkbox"/>	For Dislocated Worker funding formulas, the state's policy and procedure includes the data used and weights assigned. If the state uses other information or chooses to omit any of the information sources set forth in WIA when determining the Dislocated Worker formula, the state assures that written rationale exists to explain the decision.	WIA Section 133(b)(2)(B) 20 CFR 667.130(e)(2)(i)-(ii)	See below

Below is an outline of the methods and factors used in distributing funds to local workforce investment areas.

Adult Funds

- 33⅓ percent based on the relative number of unemployed individuals in areas of substantial unemployment in each workforce investment area, compared to the total number of unemployed individuals in areas of substantial unemployment in the State;
- 33⅓ percent based on the relative excess number of unemployed individuals in each workforce investment area, compared to the total excess number of unemployed individuals in the State; and
- 33⅓ percent based on the relative number of disadvantaged adults in each workforce investment area, compared to the total number of disadvantaged adults in the State.

Funds

- 33⅓ percent based on the relative number of unemployed individuals in areas of substantial unemployment in each workforce investment area, compared to the total number of unemployed individuals in areas of substantial unemployment in the State;
- 33⅓ percent based on the relative excess number of unemployed individuals in each workforce investment area, compared to the total excess number of unemployed individuals in the State; and
- 33⅓ percent based on the relative number of disadvantaged youth in each workforce investment area, compared to the total number of disadvantaged youth in the State.

Hold Harmless

- Applies to Adult and Youth allocation distributions.
- Ensures that funds are distributed without significant shifts in funding levels.
- A local workforce investment area will receive no less than 90% of its average share for the two preceding years.

Dislocated Worker Funds

The distribution formula is based on the following factors and weights:

- Insured Unemployment Data - 30%
- Unemployment Concentrations - 25%
- Mass Layoff Data - 10%
- Declining Industries Data - 5%
- Farmer-Rancher Economic Hardship Data - 5%
- Long Term Unemployment Data - 25%

Fifteen percent (15%) of the total Dislocated Worker funds is reserved for Rapid Response activities.

25.	<input checked="" type="checkbox"/>	The state established a written policy and procedure for how the individuals and entities represented on the SWIB help to determine the methods and factors of distribution, and how the state consults with chief elected officials in local workforce investment areas throughout the state in determining the distributions.	WIA Sections 111(d)(5), 112(b)(12)(A), 128(b)(3)(B), 133(b)(3)(B), 20 CFR 661.205(e)	<i>Include a link or copy of the policy.</i>
26.	<input checked="" type="checkbox"/>	The state established written policy and procedures for any distribution of funds to local workforce investment areas reserved for rapid response activities, including the timing and process for determining whether a distribution will take place.	WIA Sections 133(a)(2), 134(a)(2)(A) 20 CFR 667.130(b)(2), (e)(4), 665.340	http://www.workforcesouthcarolina.com/media/5566/wia_instruction_10-01.pdf http://www.scworks.org/media/01_ET_Instruction/01-08_Requests_for_Dislocated_Worker_Funds.pdf
27.	<input type="checkbox"/>	The state established written policy and procedures to competitively award grants and contracts for WIA Title I activities.	WIA Section 112(b)(16)	http://www.workforcesouthcarolina.com/media/5566/wia_instruction_10-01.pdf http://www.scworks.org/media/01_ET_Instruction/01-08_Requests_for_Dislocated_Worker_Funds.pdf
28.	<input type="checkbox"/>	The state established written criteria to be used by local workforce investment boards in awarding grants for youth activities, including criteria that the governor and local workforce investment boards will use to identify effective and ineffective youth activities and providers of such activities.	WIA Sections 112(b)(18)(B), 123, 129	http://www.scworks.org/media/00_ET_Instruction/00-14_WIA_Forms_and_Reports_for_Statewide_Grants.pdf
29.	<input type="checkbox"/>	The state established written criteria for a process to award a grant or contract on a competitive basis for Summer Youth Employment Opportunities element of the local youth program, where a provider is other than the grant recipient/fiscal agent.	WIA Sections 123, 129(c)(2)(C) 20 CFR 664.610.	http://www.scworks.org/media/00_ET_Instruction/00-13_Competitive_and_Non-competitive_Procedures_for_Providing_Youth_Activities_Under_Title_I.pdf

30.	<input checked="" type="checkbox"/>	The state distributes adult and youth funds received under WIA equitably throughout the state, and no local areas suffer significant shifts in funding from year-to-year during the period covered by this plan.	WIA Section 112(b)(12)(B)	
31.	<input checked="" type="checkbox"/>	The state established written fiscal-controls and fund-accounting procedures and ensures such procedures are followed to ensure the proper disbursement and accounting of funds paid to the state through funding allotments made for WIA Adult, Dislocated Worker, and Youth programs, and the Wagner-Peyser Act.	WIA Sections 112(b)(11), 127, 132, 184 W-P Sections 9(a), (c) 20 CFR 652.8(b), (c)	
32.	<input checked="" type="checkbox"/>	The state ensures compliance with the uniform administrative requirements in WIA through annual, onsite monitoring of each local area.	WIA Sections 184(a)(3), (4) 20 CFR 667.200, .400(c)(2), 667.410	SCDEW, state WIA administrative entity, has an Internal Audit & Quality Assurance Division that is responsible for conducting financial audits while the Employment & Training Division conducts programmatic monitoring.
33.	<input checked="" type="checkbox"/>	The state follows confidentiality requirements for wage and education records as required by the Family Educational Rights and Privacy Act of 1974 (FERPA), as amended, WIA, and applicable Departmental regulations.	WIA Sections 136(f)(2), (f)(3), 122, 185(a)(4)(B) 20 USC 1232g 20 CFR 666.150 20 CFR part 603	<i>Include a link or copy of the policy, if available in the state. Documentation not required.</i>
34.	<input checked="" type="checkbox"/>	The state will not use funds received under WIA to assist, promote, or deter union organizing.	WIA Section 181(b)(7) 20 CFR 663.730	

ASSURANCES AND ATTACHMENTS - ELIGIBILITY

	STATEMENT	REFERENCE	DOCUMENTATION and COMMENT
35. <input type="checkbox"/>	Where the SWIB chooses to establish them, the state established definitions and eligibility documentation requirements regarding the “deficient in basic literacy skills” criterion.	WIA Sections 101(13)(C)(i) CFR 664.205(b)	Not Applicable
36. <input type="checkbox"/>	Where the SWIB chooses to establish them, the state established definitions and eligibility documentation requirements regarding “requires additional assistance to complete and educational program, or to secure and hold employment” criterion.	WIA Sections 101(13)(C)(iv) 20 CFR 664.200(c)(6), 664.210	Not Applicable
37. <input type="checkbox"/>	The state established policies, procedures, and criteria for prioritizing adult title I employment and training funds for use by recipients of public assistance and other low-income individuals in the local area when funds are limited.	WIA Section 134(d)(4)(E) 20 CFR 663.600	Not Applicable
38. <input type="checkbox"/>	<p>The state established policies for the delivery of priority of service for veterans and eligible spouses by the state workforce agency or agencies, local workforce investment boards, and One-Stop Career Centers for all qualified job training programs delivered through the state's workforce system. The state policies:</p> <ol style="list-style-type: none"> 1. Ensure that covered persons are identified at the point of entry and given an opportunity to take full advantage of priority of service; and 2. Ensure that covered persons are aware of: <ol style="list-style-type: none"> a. Their entitlement to priority of service; b. The full array of employment, training, and placement services available under priority of service; and c. Any applicable eligibility requirements for those programs and/ or services. 3. Require local workforce investment boards to develop and include policies in their local plan to implement priority of service for the local One-Stop Career Centers and for service delivery by local workforce preparation and training providers. 	<p>WIA Sections 112(b)(17)(B), 322 38 USC Chapter 41 20 CFR 1001.120-.125</p> <p>Jobs for Veterans Act, P.L. 107-288 38 USC 4215 20 CFR 1010.230, 1010.300-.310</p>	<i>Include a link or copy of the policy.</i>

ASSURANCES AND ATTACHMENTS - PERSONNEL AND REPRESENTATION

	STATEMENT	REFERENCE	DOCUMENTATION and COMMENTS
39. <input checked="" type="checkbox"/>	<p>The state assures that Migrant and Seasonal Farmworker (MSFW) significant office requirements are met.</p> <p>Note: The five states with the highest estimated year-round MSFW activities must assign full-time, year-round staff to outreach activities. The Employment and Training Administration designates these states each year. The remainder of the top 20 significant MSFW states must make maximum efforts to hire outreach staff with MSFW experience for year-round positions and shall assign outreach staff to work full-time during the period of highest activity.</p> <p>If a state proposes that its State Monitor Advocate work less than full-time, the state must submit, for approval by the Department, a plan for less than full-time work, demonstrating that the state MSFW Monitor Advocate function can be effectively performed with part-time staffing.</p>	<p>WIA Section 112(b)(8)(A)(iii), 112(b)(17)(A)(iv)</p> <p>W-P Sections 3(a), (c)(1)-(2)</p> <p>20 CFR 653.107(a), 107(i), 653.112(a), 653.108(d)(1)</p>	<p>South Carolina's State Monitor Advocate is full-time.</p>
40. <input checked="" type="checkbox"/>	<p>Merit-based public employees provide Wagner-Peyser Act-funded labor exchange activities in accordance with Departmental regulations.</p>	<p>W-P Sections 3(a), 5(b)</p> <p>20 CFR 652.215</p> <p>Intergovernmental Personnel Act, 42 USC 4728(b)</p>	
41. <input checked="" type="checkbox"/>	<p>The state has designated at least one person in each state or Federal employment office to promote and develop employment opportunities, job counseling, and placement for individuals with disabilities.</p>	<p>W-P Section 8(b)</p> <p>20 CFR 652.211</p>	
42. <input type="checkbox"/>	<p>If a SWIB, department, or agency administers state laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services.</p>	<p>W-P Section 8(b)</p> <p>20 CFR 652.211</p>	<p>Not Applicable</p>

STATEMENT OF ASSURANCES CERTIFICATION

The State, Commonwealth, or Territory of _____ certifies on the _____ day of _____ month in _____ year that it complied with all of required components of the Workforce Investment Act, Wagner-Peyser Act, and _____ (insert name of Act that authorizes programs included in State Plan). The State, Commonwealth, or Territory also assures that funds will be spent in accordance with the Workforce Investment Act and the Wagner-Peyser Act and their regulations, written Department of Labor guidance implementing these laws, and all other applicable Federal and state laws and regulations.

Governor

Date

ATTACHMENT A
PROGRAM ADMINISTRATION DESIGNEES AND PLAN SIGNATURES

Name of WIA Title I Grant Recipient Agency:

Address: _____

Telephone Number: _____
Facsimile Number: _____
E-mail Address: _____

Name of State WIA Title I Administrative Agency (if different from the Grant Recipient):

Address: _____

Telephone Number: _____
Facsimile Number: _____
E-mail Address: _____

Name of WIA Title I Signatory Official:

Address: _____

Telephone Number: _____
Facsimile Number: _____
E-mail Address: _____

Name of WIA Title I Liaison:

Address: _____

Telephone Number: _____
Facsimile Number: _____
E-mail Address: _____

Name of Wagner-Peyser Act Grant Recipient/State Employment Security Agency:

Address: _____

Telephone Number: _____
Facsimile Number: _____
E-mail Address: _____

Name and Title of State Employment Security Administrator (Signatory Official):

Address: _____

Telephone Number: _____

Facsimile Number: _____

E-mail Address: _____

Name and Title of the State Labor Market, Workforce Information, or Research Director:

Address: _____

Telephone Number: _____

Facsimile Number: _____

E-mail Address: _____

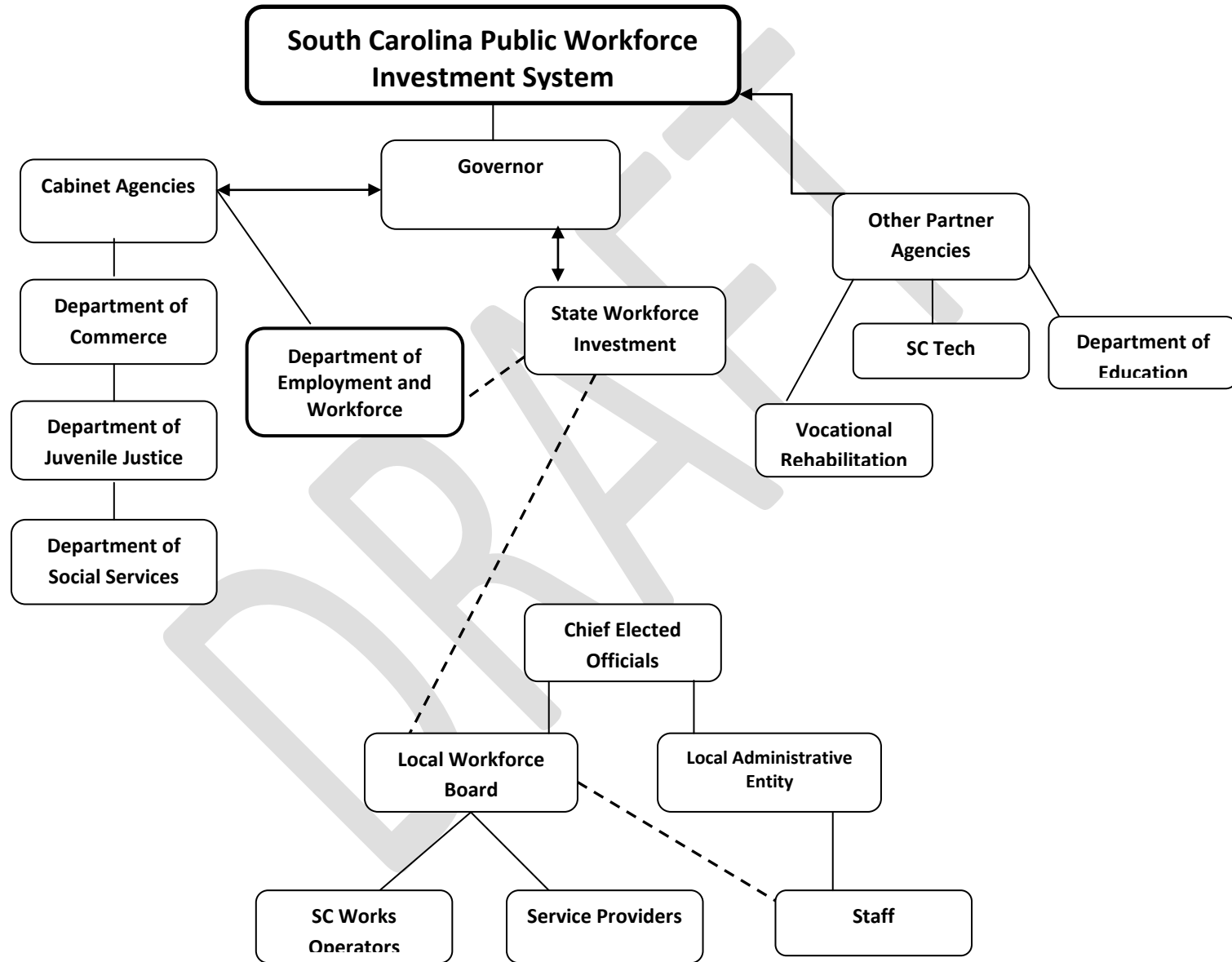
As the governor, I certify that for the State/Commonwealth of _____, the agencies and officials designated above have been duly designated to represent the State/Commonwealth in the capacities indicated for the Workforce Investment Act, title I, and Wagner-Peyser Act grant programs. Later changes in the designation of officials will be provided to the U.S. Department of Labor as such changes occur.

I further certify that we will operate our Workforce Investment Act and Wagner-Peyser Act programs in accordance with this Plan and the assurances herein.

Typed Name of Governor _____

Signature of Governor _____ Date _____

ATTACHMENT B: SC PUBLIC WORKFORCE SYSTEM DIAGRAM



ATTACHMENT C: SWIB ROSTER

STATE WORKFORCE INVESTMENT BOARD		
CATEGORY/SEAT	NAME	LWIA Representing
Governor's Designee	Abraham Turner <i>SC Dept of Employment and Workforce</i>	Midlands
SC House member	Representative P. Michael "Mike" Forrester	Upstate
SC House member	Representative Tommy M. Stringer	Greenville
SC Senate member	Senator Paul G. Campbell, Jr.	Trident
SC Senate member	Senator Kent M. Williams	Pee Dee
Business	R. Michael "Mikee" Johnson <i>Board Chair</i>	Lower Savannah
Business	George Reid Banks	Trident
Business	Isaac Dickson	Upstate
Business	Nick P. Foong	Midlands
Business	Gina Guilliams	Catawba
Business	William Thomas Freeland, Jr.	Greenville
Business	Laurie J. Hollick	Lower Savannah
Business	James M. Holloway, III	Lowcountry
Business	Stephen S. Kelly, Jr.	Santee-Lynches
Business	Fred Kotoske	Midlands
Business	Dr. Louis B. Lynn	Midlands
Business	Raphael "Ray" Maher	Trident
Business	Romeo Jarrett Martin	Midlands
Business	Glenda L. Page	Waccamaw
Business	William H. Ponds	Lowcountry
Business	Michael W. Sexton	Upstate
City or County Chief Elected Official	Mayor Richard Danner	Greenville
City or County Chief Elected Official	Mayor Pat G. Smith	Midlands
Rep from organization with youth activities	LaSheka Walker	Waccamaw
Rep from organization with youth activities	Judge William R. Byars	Midlands
Rep from organization with workforce	Patrick M. Michaels	Greenville
Rep from organization with workforce	Dr. Joseph D. Patton, III	Upper Savannah
Labor Representative	Charles Brave	Trident
Labor Representative	Michael Parrotta	Waccamaw
Lead One-Stop Agency	Lillian B. Koller	Midlands
Lead One-Stop Agency	Howard Metcalf	Midlands

ATTACHMENT D: WAIVERS

South Carolina is requesting approval of the following 12 waivers previously approved by USDOL.

1. Waiver of WIA Section 101(31)(B) to increase employer reimbursement for on-the-job training.
2. Waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area.
3. Waiver of 134(a) to permit local areas to use a portion of local funds for incumbent worker training.
4. Waiver of WIA Regulations 20 CFR 666 and 667.300(a) to reduce collection of participant data for incumbent workers.
5. Waiver to permit the state to replace the performance measures at WIA Section 136(b), with the common measures.
6. Waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C). (Listed as 101(8) and 20 CFR 663.715 on main document)
7. Waiver of WIA Section 134(a)(2)(b)(ii) and 20 CFR 665.200(d) to exempt the state from the requirement to conduct evaluations.
8. Waiver of 20 CFR 663.530 that prescribes a time limit on the period of initial eligibility for training providers.
9. Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 200 665.200(e) to exempt the state from the requirement to provide local workforce investment area incentive grants.
10. Waiver of the prohibition of WIA Regulations 20 CFR 664-510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth.
11. Waiver of WIA Regulation 20 CFR 665.200(b)(3) to exempt the state from the requirement to disseminate training provider performance and cost information.
12. Waiver of WIA Section 134(a)(1)(A) to permit a portion of funds reserved for rapid response activities to be used for incumbent worker training.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

On-the-Job Training: Employer Reimbursement for Small Businesses

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 101(31)(B) 710 to require 50% wage reimbursement in conducting on-the-job training (OJT) activities. The State was previously approved for this waiver and has been utilizing it for the past several years.

Marketing OJT to small businesses has been a key part of local area business services strategies. Local areas have found that smaller businesses are less stringent in their hiring requirements, and when afforded the opportunity to offset training costs at an increased rate through OJT, they more readily offer employment opportunities to those WIA customers with barriers (e.g., prior criminal record).

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

Small businesses have historically made significant contributions to our state's economy; yet, they generally have fewer resources to provide specialized training to WIA eligible individuals. Approval of this waiver will encourage small businesses to provide on-the-job training. The measurable goals of this waiver are to increase the number of individuals receiving on-the-job training and the number of businesses providing such training. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

This waiver is expected to benefit adults, dislocated workers, and business customers by allowing local boards to direct substantial funds to the areas of greatest need. Employers will be better served as participants will receive services and acquire skills in a more expeditious manner, customized by the business. Participants will benefit through a more immediate attachment/reattachment to employment.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

50% Transfer Authority Between Adult & Dislocated Worker Fund Streams

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 133(b)(4) and 20 CFR 667.140 to increase LWIB transfer authority between Adult and Dislocated Worker fund streams to 50%. The State was previously approved for this waiver and has been utilizing it for the past several years.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

Granting local boards authority to transfer funds between the Adult and Dislocated Worker fund streams will expand their fiscal flexibility thereby allowing for increased WIA fund utilization. Programmatically, implementation of the requested waiver will provide local boards with the increased flexibility needed to direct resources to the population with the greater need at a given time. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

This waiver is expected to benefit adults, dislocated workers, and business customers by allowing local boards to direct substantial funds to the areas of greatest need. Employers will be better served as participants will receive services and acquire skills in a more expeditious manner.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

**Allowance of Local Adult and Dislocated Worker Funds
for Incumbent Worker Training**

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 134(a) to allow local areas to use up to 10% of their adult and dislocated worker funds for Incumbent Worker Training (IWT) activities. The State was previously approved for this waiver and has been utilizing it for the past several years.

Having this waiver option to use up to 10% of adult and dislocated worker funds for IWT activities not only addresses the skills gaps of incumbent workers but assists in the development of local workforce investment area (LWIA) projects that improve job retention and support business expansions. In addition, this waiver improves the ability of LWIAs to respond to changes in their areas, gives the LWIAs added flexibility to design WIA programs based on local needs and priorities, and gives more customers access to essential training services.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

The South Carolina State Workforce Investment Board approved the policies and parameters for a statewide IWT initiative under WIA on January 31, 2002. State funds authorized for IWT are prorated and awarded annually to each of the 12 Local Workforce Investment Areas (LWIAs). As program awareness has increased, the demand for IWT funds has also increased substantially with funding falling short of meeting IWT needs in some local areas. Through this waiver, LWIBs will have more resources to address the skills gaps of both the unemployed and incumbent workers. Increasing the skill levels of workers results in employment retention and business expansion. The training provided to IWT participants will make workers more valuable to both their current employers as well as to future employers. Having a skilled workforce strengthens local and state economies and thereby improves global competitiveness. This waiver will provide LWIBs with the flexibility to allocate additional resources to meet the needs of job seekers, incumbent workers, and employers in a timely manner. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

The potential impact of this waiver is on employers and employees in businesses where worker skills upgrading is needed in order to increase productivity and competitiveness. Qualified job seekers needing additional training may also be impacted by this waiver.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

**Collection of Participant Data for Locally Funded
Incumbent Worker Training (IWT) Programs**

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of 20 CFR 666 and 667.300(a) to allow local areas to report participant data for locally-funded Adult and Dislocated Worker IWT participation based on information received from employer and to specifically not be required to collect information on the following WIASRD data elements: single parent (117); unemployment compensation eligible status at participation (118); low income (119); TANF (120); other public assistance (121); displaced homemaker (123); date of actual qualifying dislocation (124); homeless individual and/or runaway youth (125); and offender (126). The State was previously approved for this waiver and has been utilizing it for the past several years.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

The reduction in the amount of participant data will assist Local Workforce Investment Boards (LWIBs) with flexibility to provide services to more employers and their incumbent workers. This waiver will allow our workforce system to be more responsive to the skills upgrading and retraining needs in our state and foster greater coordination of the state and local workforce board activities with state and local economic development efforts. Additionally, implementation of this waiver can lead to employment retention and increases in the average earnings outcomes for the state and local areas. With this waiver, South Carolina will experience an improvement in the competitiveness of both employers and workers, reductions in turnover, and layoff aversions. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

All WIA customers, as well as LWIBs, will be positively affected by the adoption of the proposed waiver. Services will be provided to increased numbers of employed workers who are

in need of skills upgrading and retraining. Local boards will improve linkages with employers and economic development opportunities in their areas.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

Common Measures

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 136(b) to allow waiver of the current 17 state and local performance measures under WIA in order to implement the 9 common measures delineated in TEGL 17-05, effective July 1, 2006. The State was previously approved for this waiver and has been utilizing it for the past several years.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

This waiver will facilitate system integration across partner programs. The common measures provide a simplified and streamlined performance measurement system that is more cost effective and understandable to business-led boards. It is believed that case management, customer service, and operational effectiveness will be enhanced through implementation of this waiver.

This waiver is viewed as a continuous improvement measure that will have the following far reaching benefits and outcomes:

- Facilitate the goal of a fully integrated workforce system;
 - Provide clear and understandable information to stakeholders concerning the use of public funds and return on investment;
 - Improve case management integration, service coordination and information sharing;
 - Assist in the realignment of youth program designs to better implement DOL's Youth Vision and targeting of out-of-school youth;
 - Use a single set of measures for youth, thus eliminating the need to track younger versus older youth;
- Reduce labor intensive data collection.

Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

All customers of the workforce system will benefit from this waiver. The quality and quantity of services to participants will be enhanced by focusing on fewer targeted outcomes. State and local program administrators will benefit as the State progresses toward a fully integrated workforce system that concentrates on demand-driven accountability measures.

Process for monitoring progress in implementation

The State will monitor the implementation and impact of the waiver, as well as progress toward meeting expected outcomes. This will be accomplished as follows:

- The South Carolina Works Online System (SCWOS) participant tracking system is a real-time, on-line system used for case management, tracking of services, follow-up and reporting. SCWOS will be used to monitor the data collection and reporting of the Common Measures at both the state and local levels. SCWOS presently accommodates the new reporting requirements and allows for specialized reports to ensure the accuracy of data. This will enable state and local staff to identify technical assistance needs.
- DEW will review applicable policies, procedures and manuals and modify them accordingly.
- The State will report performance on the Common Measures to DOL quarterly and annually via the WIA Performance System.
- DEW will monitor the implementation of the waiver through monthly meetings with local area administrators, as well as through quarterly meetings of state and local SCWOS staff. These meetings will serve as opportunities to address implementation issues.
- The State incentive and sanction policies will be developed around the Common Measures to reward success in meeting and exceeding performance and require timely corrective action to increase the performance of failed measures.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

Customized Training: Employer Matching Funds for Small Businesses

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 101(8) to require 50% employer match in conducting customized training activities. The State was previously approved for this waiver and has been utilizing it for the past several years.

Small businesses have a strong impact on South Carolina's economy. The latest data available shows there are 107,532 private employers in South Carolina, 95.2% (102,384) of which are businesses with less than 49 employees. These businesses account for approximately 659,588 (45.1%) of the total private employment. Although small businesses tend to have a greater impact on the state, community, and families, there are fewer resources available to meet their needs.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

Small businesses have historically made significant contributions to our state's economy; yet, they generally have fewer resources to provide specialized training to WIA eligible individuals. Approval of this waiver will encourage small businesses to provide customized training thus accomplishing goals of the State plan. The measurable goals of this waiver are to increase the number of individuals receiving customized training and the number of businesses providing such training. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

This waiver is expected to benefit adults, dislocated workers, and business customers by allowing local boards to direct substantial funds to the areas of greatest need. Employers will be better served as participants will receive services and acquire skills in a more expeditious manner.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

**Conduct of Evaluations of Workforce Investment Activities for Adults,
Dislocated Workers, and Youth.**

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 134(a)(2)(B)(ii) and 20 CFR 665.200(d) requiring the conduct of evaluations of workforce investment activities for adults, dislocated workers, and youth.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

The reduction to five percent in the WIA allotment for Program Year 2012 Governor's Reserve funds restricts the state's ability to effectively fund and carry out all of the required statewide workforce investment activities. The current funding level in the Governor's Reserve fund is insufficient to cover the cost of evaluations. The state's reduced funds are and will be used to cover the following required activities:

§ 665.200

- (a) Required rapid response activities as described in § 665.310;
- (b) Disseminating
 - (1) The state list of eligible providers of training services (including those providing non-traditional training services), for adults and dislocated workers;
 - (2) Information identifying eligible providers of on-the-job training (OJT) and customized training;
 - (4) A list of eligible training providers of youth activities described in WIA Section 123;
- (f) Providing technical assistance to local areas that fail to meet local performance measures.
- (g) Assisting in the establishment and operation of One-Stop delivery systems, in accordance with the strategy described in the State workforce investment plan. [WIA Section 112(b)(140)]; and
- (h) Providing additional assistance to local areas that have high concentrations of eligible youth.

- (i) Operating a fiscal and management accountability information system, based on guidelines established by the Secretary after consultation with the Governors, chief elected officials, and One-Stop partners, as required by WIA section 136(f). [WIA Sections 129(b)(2), 134(a)(2), and 136(e)(2)];

Our goal in seeking this waiver is to ensure that the state may prioritize the use of Governor's Reserve funds for the required activities we deem most essential, during these financially restrictive times, to the basic functions of the workforce investment system.

Individuals impacted by the waiver

This waiver will provide the South Carolina Department of Employment and Workforce with more flexibility in directing Governor's Reserve funds to those activities that best preserve basic functions of the statewide workforce investment system.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment board administrative entities have been notified during a recent Workforce Investment Act Administrators' Association meeting that no incentive grants will be made in Program Year 2012 due to the reduction in WIA Governor's Reserve funds.

Upon waiver approval, Local Workforce Investment board Chairs, Administrators, WIA fiscal agents, and others will receive a WIA State Instruction regarding waivers implementation and effective date. In addition, the WIA State Instruction will be posted on the SC Works website at www.worforcesouthcarolina.com.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.worforcesouthcarolina.com and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 7-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

Subsequent Eligibility of Training Providers

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of 20 CFR 663.530 to waive the Eligible Training Provider (ETP) List requirement for subsequent eligibility that all mandated performance items must be submitted and acceptable levels met for programs/courses to remain on the list.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

In local areas, information from the SC Works Online Services data system (SCWOS) is used to make informed decisions of continued WIA funding. However, it is still an administrative burden for training providers to collect “all” of the required information. This requirement can also limit customer choice if training providers are removed from the ETP list for their inability to provide information they may not collect.

In the past, several training providers on the ETP list have requested extensions to provide the required data. Many providers do not have systems in place or manpower available to produce the required performance information in the specified timeframe. These include Continuing Education (CE) providers and short-term training providers. Due to the enormity of these student populations, their transient nature, and the fact that continuation of these types of programs are justified more by cost-effectiveness of offering the courses than sufficient placement of the graduates, they are not required to collect performance data.

Removal of these programs/courses from the list would go against the intent of WIA by severely limiting consumer choice in our State. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

Approval of this waiver will positively impact training providers, workforce staff, and customers.

Process for monitoring progress in implementation

The State will be responsible for monitoring the implementation and impact of this waiver through performance reporting and ad-hoc reports. Staff will continuously review the ETP list and applicable policies and procedures and make modifications accordingly.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

Provision of Incentive Grants to Local Areas

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 134(a)(2)(B)(iii) and 20 CFR 665.200(e) requiring provision of incentive grants to local areas.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

The reduction to five percent in the WIA allotment for Program Year 2012 Governor's Reserve funds restricts the state's ability to effectively fund and carry out all of the required statewide workforce investment activities. The current funding level in the Governor's Reserve fund is insufficient to cover the cost of evaluations. The state's reduced funds are and will be used to cover the following required activities:

§ 665.200

- (c) Required rapid response activities as described in § 665.310;
- (d) Disseminating
- (3) The state list of eligible providers of training services (including those providing non-traditional training services), for adults and dislocated workers;
- (4) Information identifying eligible providers of on-the-job training (OJT) and customized training;
- (4) A list of eligible training providers of youth activities described in WIA Section 123;
- (f) Providing technical assistance to local areas that fail to meet local performance measures.
- (g) Assisting in the establishment and operation of One-Stop delivery systems, in accordance with the strategy described in the State workforce investment plan. [WIA Section 112(b)(140)]; and
- (h) Providing additional assistance to local areas that have high concentrations of eligible youth.
- (i) Operating a fiscal and management accountability information system, based on guidelines established by the Secretary after consultation with the Governors,

chief elected officials, and One-Stop partners, as required by WIA section 136(f). [WIA Sections 129(b)(2), 134(a)(2), and 136(e)(2)];

Our goal in seeking this waiver is to ensure that the state may prioritize the use of Governor's Reserve funds for the required activities we deem most essential, during these financially restrictive times, to the basic functions of the workforce investment system.

Individuals impacted by the waiver

This waiver will provide the South Carolina Department of Employment and Workforce with more flexibility in directing Governor's Reserve funds to those activities that best preserve basic functions of the statewide workforce investment system.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment board administrative entities have been notified during a recent Workforce Investment Act Administrators' Association meeting that no incentive grants will be made in Program Year 2012 due to the reduction in WIA Governor's Reserve funds.

Upon waiver approval, Local Workforce Investment board Chairs, Administrators, WIA fiscal agents, and others will receive a WIA State Instruction regarding waivers implementation and effective date. In addition, the WIA State Instruction will be posted on the SC Works website at www.worforcesouthcarolina.com.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.worforcesouthcarolina.com and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 7-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

Individual Training Accounts (ITAs) for Older and Out-of-School Youth

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of 20 CFR 664.510 to allow regulatory prohibition on using Individual Training Accounts (ITAs) for older and out-of-school youth. The State was previously approved for this waiver and has been utilizing it for the past several years.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

- Offers local workforce investment board flexibility to design and deliver programs and services based on customer needs rather than restrictions based on age.
- Reduces paperwork and tracking processes now required for dual enrollment (older youth and adult) for older and out-of-school youth to access occupational skills training through the Eligible Training Provider list.
- Provides greater customer choice, offers youth the real-life learning experience of making an informed career decision, and provides case management staff with the opportunity to work with older youth on training and career opportunities.
- Streamlines performance management by counting these customer only once in performance measures.

Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

This waiver impacts older and out-of-school youth, who could benefit from ITAs, by allowing them access to types of services that most closely and quickly meet their individual needs. This waiver also reduces the burden of duplicative eligibility and tracking processes for both the customer and workforce development staff.

Process for monitoring progress in implementation

The State will monitor will be responsible for monitoring the implementation and impact of this waiver. Oversight of the policy that will result from this waiver will be incorporated into the administrative entity's monitoring procedures.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

Dissemination of Training Provider Performance and Cost Information

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of 20 CFR 665.200(b)(3) requiring dissemination of training provider performance and cost information.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

The reduction to five percent in the WIA allotment for Program Year 2012 Governor's Reserve funds restricts the state's ability to effectively fund and carry out all of the required statewide workforce investment activities. The current funding level in the Governor's Reserve fund is insufficient to cover the cost of evaluations. The state's reduced funds are and will be used to cover the following required activities:

§ 665.200

- (e) Required rapid response activities as described in § 665.310;
- (f) Disseminating
- (5) The state list of eligible providers of training services (including those providing non-traditional training services), for adults and dislocated workers;
- (6) Information identifying eligible providers of on-the-job training (OJT) and customized training;
- (4) A list of eligible training providers of youth activities described in WIA Section 123;
- (f) Providing technical assistance to local areas that fail to meet local performance measures.
- (g) Assisting in the establishment and operation of One-Stop delivery systems, in accordance with the strategy described in the State workforce investment plan. [WIA Section 112(b)(140)]; and
- (h) Providing additional assistance to local areas that have high concentrations of eligible youth.

- (i) Operating a fiscal and management accountability information system, based on guidelines established by the Secretary after consultation with the Governors, chief elected officials, and One-Stop partners, as required by WIA section 136(f). [WIA Sections 129(b)(2), 134(a)(2), and 136(e)(2)];

Our goal in seeking this waiver is to ensure that the state may prioritize the use of Governor's Reserve funds for the required activities we deem most essential, during these financially restrictive times, to the basic functions of the workforce investment system.

Individuals impacted by the waiver

This waiver will provide the South Carolina Department of Employment and Workforce with more flexibility in directing Governor's Reserve funds to those activities that best preserve basic functions of the statewide workforce investment system.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment board administrative entities have been notified during a recent Workforce Investment Act Administrators' Association meeting that no incentive grants will be made in Program Year 2012 due to the reduction in WIA Governor's Reserve funds.

Upon waiver approval, Local Workforce Investment board Chairs, Administrators, WIA fiscal agents, and others will receive a WIA State Instruction regarding waivers implementation and effective date. In addition, the WIA State Instruction will be posted on the SC Works website at www.worforcesouthcarolina.com.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.worforcesouthcarolina.com and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 7-day comment period was allowed with instructions regarding the submittal of comments.

**STATE OF SOUTH CAROLINA
WAIVER REQUEST
WORKFORCE INVESTMENT ACT**

State Set-Aside Rapid Response Funds for Incumbent Worker Training Activities

Date: Program Year 2012
State: South Carolina
Agency: South Carolina Department of Employment and Workforce (SCDEW)

Statutory and/or regulatory requirements to be waived

Waiver of WIA Section 134(a)(1)(A) to allow state set-aside Rapid Response funds to be used for Incumbent Worker Training (IWT) activities as needed. The State was previously approved for this waiver and has been utilizing it for the past several years.

Actions undertaken to remove state or local barriers

There are no state or local barriers.

Goals and expected programmatic outcomes of waiver

The South Carolina State Workforce Investment Board approved the policies and parameters for a statewide IWT initiative under WIA on January 31, 2002. State funds authorized for IWT are prorated to each of the 12 Local Workforce Investment Areas (LWIAs). This approach ensures buy-in in addressing local economic development and workforce needs. As program awareness increased, the demand for IWT funds has also increased substantially with funding falling short of meeting the State's IWT needs.

Approval of this waiver will give the State flexibility to use Rapid Response funds, as needed, for IWT activities and to respond quickly to needs specific to layoff aversion. Use of Rapid Response funds for IWT will not diminish the ability of the State to provide dislocated worker services. Yet, having adequate funds to meet the IWT needs in the State improves our overall workforce development system by helping businesses and workers keep pace with the workforce skills that are required to be able to compete in a global economy. Approval of this waiver supports implementation of State strategies, enhances services to businesses and jobseekers, and promotes workforce system partnership and collaboration.

Individuals impacted by the waiver

The potential impact of this waiver is on employers and employees in businesses that are at risk of closure or layoffs. IWT can help to prevent these adverse outcomes through the increase of skill levels thus resulting in employment retention and maybe even expansion. The training

provided to IWT participants makes the individuals more valuable to both their current employers as well as to other potential employers.

Process for monitoring progress in implementation

The State will monitor progress and ensure accountability for Federal funds in connection with this waiver by reviewing monthly expenditure performance and other reports, through regular contact with the ETA Regional Office liaisons, and through its monitoring and performance accountability system.

Notice to affected local boards

Local workforce investment boards were notified of the original waiver request and given an opportunity to provide input. Local boards have been offered a subsequent opportunity for input during the public comment period of the PY 2012-2016 State Plan.

Public Comment

The proposed waiver request was made available for public comment on the SC Works website at www.scworks.org and on the South Carolina Department of Employment and Workforce website at www.dew.sc.gov. A 12-day comment period was allowed with instructions regarding the submittal of comments.